

**NATIONAL SURVEY OF  
COUNSELING CENTER DIRECTORS  
1999**

**ROBERT P. GALLAGHER  
UNIVERSITY OF PITTSBURGH  
334 WILLIAM PITT UNION  
PITTSBURGH, PA 15260**

**ANNE M. GILL  
SHERI L. GOLDSTROHM  
HELEN B. SYSKO  
GRADUATE RESEARCH ASSISTANTS**

**INTERNATIONAL ASSOCIATION OF COUNSELING SERVICES, INC.**

**Copies of this monograph may be ordered directly from the International Association of Counseling Services, 101 South Whiting Street, Suite 211, Alexandria, VA 22304. The cost of the monograph is \$10. All orders must include payment.**

**NATIONAL SURVEY  
OF  
COUNSELING CENTER DIRECTORS  
1999**

**ROBERT P. GALLAGHER  
UNIVERSITY OF PITTSBURGH  
334 WILLIAM PITT UNION  
PITTSBURGH, PA 15260**

**ANNE M. GILL  
SHERI L. GOLDSTROHM  
HELEN B. SYSKO**

**SERIES NUMBER 8 I**

**International Association of Counseling Services, Inc.  
An Accrediting Association**

**101 South Whiting Street, Suite 211, Alexandria, VA 22304  
Phone: (703) 823-9840  
Fax: (703) 823-9843**

## **IACS MONOGRAPH SERIES**

**The publisher of this monograph is the International Association of Counseling Services (IACS).**

**As the accrediting agency for counseling centers in a wide variety of settings, the primary objective for the Association is the maintenance of quality service delivery. The basic purposes of the Association are to encourage and aid counseling centers and agencies to meet high professional standards, to inform the public about those that are competent and reliable, and to foster communication among the centers and agencies.**

**Titles in The Professional Series are selected to meet the needs of IACS members.**

**Steve Sena, Series Editor**



## TABLE OF CONTENTS

|      |   |    |
|------|---|----|
| I.   | Overview  | i  |
| II.  | Survey Highlights                               | 1  |
| III. | Summary Data                                    | 5  |
| IV.  | Appendices                                      | 21 |
|      | A. Ethical Dilemmas                             | 21 |
|      | B. Salary Data - New Hires                      | 24 |
|      | C. Salary Data - Present Staff                  | 26 |
|      | D. Professional Development Videos              | 31 |
|      | E. Innovative Programs                          | 32 |
| V.   | Alphabetized Listing of Participants with Codes | 37 |
| VI.  | Alphabetized Listing of Schools with Codes      | 39 |

## **OVERVIEW**

The National Survey of Counseling Center Directors has been conducted since 1981 and includes data provided by the administrative heads of college and university counseling centers in the United States and Canada. It began as a project of the Urban Task Force of the Association of University College Counseling Center Directors, and is now a joint endeavor of AAUCD and the International Association of Counseling Services.

The survey attempts to stay abreast of current trends in counseling centers and to provide counseling center directors with ready access to the opinions and solutions of colleagues to problems and challenges in the field. The areas addressed cover a range of concerns including budget trends, current concerns, innovative programming, and a number of other administrative, ethical, and clinical issues.

Responses to certain items are coded, allowing opportunity for directors to contact colleges for further information on programs or initiatives that they have undertaken. A directory of all participants is provided to assist with these networking opportunities.

The 1999 survey includes data provided by directors from 311 counseling centers, representing institutions from 37 states and 4 provinces.

### SURVEY HIGHLIGHTS

- In 1998-1999, 16.5% of centers charged a fee for personal counseling, 2.9% collected third party payments, and 118 centers were fully or partially supported by a mandatory fee. (Items 1, 2, & 3).
- 78.6% of Centers had an increase in their salary budget, ¼ of these increased 3% or less. 110 centers (36.2%) reported an increase in their other costs budget, which is up 17.9% since 1997. (Item 5)
- 6 directors reported that their center has been outsourced or privatized. This number has not changed since 1998. 85.8% of directors reported a low level of anxiety regarding the possibility of their center being outsourced. (Items 6, 7 & 8)
- 19.7% of centers gained new professional staff positions (up 7.3% since 1996) and 8.1% lost professional staff positions (down 7.3% since 1996). (Items 9 & 10)
- 23.4% of centers had records subpoenaed in the past year. It was necessary for 75% of the centers to comply with the subpoena. (Items 11, 12, 13, 14)
- 4 centers had lawsuits brought against them. Examples are provided. (Item 16)
- The percentage of centers (40.3%) that reported legal or ethical dilemmas remained the same since 1998. Examples are provided in Appendix A. (Item 17)
- Type of paid benefits for center staff are available according to position, including amount of conference money available per person. (Item 18)
- 83.3% of the centers provided supervision for staff who require it for licensure. (Item 19)
- Center usage by different student populations is presented according to their relative percentage on campus. For example, most directors (68.6%) indicated that women used the center in greater proportion to their numbers on campus. Men, international students, and gay, lesbian, and bisexual students tend to use Center services less than their proportion on campus. (Item 20)
- The majority (66.6%) of centers used an institution-wide format for professional staff evaluation (up 11.6% since 1998), and 28.9% implemented an evaluation format specifically designed for the center. Uses and methods of evaluations are available. (Items 21 & 22)
- 24% of directors believed that sexual attraction toward a client is still a taboo subject (down 45.2% since 1992). Counselors also seem to be more willing to discuss their attraction in case conferences and in supervision. (Item 23)
- 256 directors (90.5%) reported that they were aware of students who came to the center because of sexual exploitation or harassment by another student (up 8.3% since 1996); 70.8% reported cases involving a faculty member or supervisor (up 9.6% since 1996) and 13% indicated situations implicating another therapist (down 2.4% since 1996). (Item 24)
- Most centers (60.8%) reported that career counseling takes place primarily in a separate career development or placement office. 22.7% stated that it takes place primarily in the counseling center (down 6.3% since 1996 and down 16.3% since 1991) and 13.3% reported that services were shared equally by the two locations. (Item 25)
- 142 female and 72 male professionals were hired in the past year. Average salaries according to gender, minority status, and institutional size are available in Appendix B; salaries according to number of years in position are available in Appendix C. (Items 26 & 27)

- In view of 1998 data that reported that 62% of all center professional paid staff are female, and that 2 out of every 3 new hires are also female, 35% of directors indicated that they were having more difficulty hiring qualified professional male staff. (Item 28)
- Current uses of e-mail/internet included: psychoeducation (58.3%), personal client contact (38.8%), career information (27.7%), data bases (22.7%) and chat rooms around specific themes for students (7%). Other uses are listed. (Item 29)
- 14.4% of centers informed students that in the future they may be pressured to sign release of information forms if they seek employment in government agencies or admittance to the Bar (down 15.2% since 1995). 37.5% of these centers reported that this occasionally resulted in students deciding not to proceed with therapy. 39.6% of directors believed that providing this information would deter students from seeking help. (Items 30, 31, & 32)
- The average ratio of FTE mental health professionals to students is 1 to 1579 (compare to 1 to 1517 in 1998). (Item 33)
- 52.1% of schools provide psychiatric services on campus. Centers reported an average of 1.5 psychiatric consultation hours per week per 1,000 students. (Items 35 & 36)
- 41% of centers required students who received medication from an on-campus psychiatrist to be followed in the counseling center for psychotherapy (up 3.2% since 1997). Students obtained psychiatric medication from the following on-campus providers: Psychiatrist (92.1%), M.D., non-psychiatrist (57.7%), and Nurse Practitioner (24.3%). (Items 37 & 38)
- Centers reported an average ratio of 3.8 professional staff to each support staff. (Item 40)
- An average of 24 clients per week was considered a full case load for a counselor who does only counseling. (Item 41)
- On average, 29% of the counseling caseload was seen by trainees (interns, practicum students, graduate assistants). Percentages according to school size are available. (Item 42)
- Full-time counselors spent their time in the following areas: direct service (59%), indirect service (21%), administrative service (14%) and other activities (5%). (See item 43 for definitions)
- Directors reported that 25% of students came for an initial session and did not return, 31% of students came to three sessions or less, 29% came to 4-8 sessions and 18% came for 9 or more sessions. (Item 44)
- 108 centers (36.6%) had an Academic Success Program established on their campus. 88% of schools reported that involved offices retained their identity. 60.7% of counseling centers were involved in their school's program. (Item 45)
- For information on counseling center services according to school size, see Item 46.
- Various services concerning retention efforts by school size are provided in Item 47.
- Directors described centers as: primarily a mental health psychological services center (44.7%, down 11% since 1991), primarily a personal development center (14.2%, down 12% since 1991), primarily a career development center (0.3%), and 35% indicated a balance of the three services. (Item 48)
- Actions centers are taking to manage caseloads effectively are presented in Item 50.

- Most schools (73.1%) have an alcohol abuse program on their campus. 45.3% of these programs were run by the school's counseling center (up 6.7% since 1993). (Item 51)
- 70.4% of centers provided drug and alcohol assessments. 33% accepted mandated drug and alcohol assessments for assessment only and 37.3% accepted them for assessment and counseling. 29% of centers did not accept these referrals. (Items 52 & 53)
- Most schools participated in national alcohol usage surveys: CORE (56.3%), the Harvard Survey (17.8%) and other (9.1%). 30.4% of schools do not participate. (Item 55)
- 74.2% of directors judged the current level of alcohol use on their campus to be about the same as compared to five years ago. (Item 59)
- Most schools received grants to address alcohol problems on campus: FIPSE grant (55.4%), state funded grant (16.9%) and other grants (15.9%). 39.1% of these grants were managed by the Counseling Center. The majority of directors reported no noticeable impact on alcohol use as a result of the grant. (Items 60, 61, & 62)
- In order to address alcohol abuse problems, 37.9% of directors reported that their school has a committee and 59.5% reported having an office or specified program to address this issue. 70.2% of schools had an educational program for students who break alcohol policies. 70.4% of directors felt that these programs were moderately effective. (Items 63, 64, & 65)
- An average of 5.7% of total clientele was seen for eating disorders. 68.5% of directors indicated that the status of eating disorders is still a significant one but leveling off. (Items 69 & 70)
- Diagnostic testing for learning disabilities was most often provided by referral to services off campus (70.2%, up 25% since 1992), and was usually paid for by the student (91.5%). (Items 71 & 72)
- 70.4% of centers had a procedure in place for dealing with Critical Incidents. 68.4% of centers had staff trained in Critical Incident Stress Management/Debriefing. 144 centers reported that they intervened in a critical incident (46.9%). (Items 74, 75, & 76)
- 140 centers had a written protocol for handling sexual assault cases (45.3%, up 22.8% since 1993). Almost all (92.9%) institutions kept statistics on these on-campus cases; these data were maintained most often by the campus police (80.6%) (Items 77, 79, & 80)
- Directors reported the greatest increase over the past five years in the following student problems: severe psychological problems (74.3%), learning disabilities (73.3%), problems related to earlier sexual abuse (38.3%), and alcohol problems (34.8%). (Item 83)
- 39.6% of centers saw obsessive pursuit cases this past year (118 cases in all). 13 persons were injured and 2 persons were killed. (Item 84)
- 83.4% of centers had to hospitalize a student for psychological reasons in the past year. The average number of hospitalizations was 5. (Item 87)
- 28.3% of schools had a student suicide last year (128 students in all). 8.9% of centers had a client suicide. 6 centers reported legal action taken against them following the suicide of a client or former client. (Items 88, 89 & 90)
- 60.8% of centers notified a third party about a potentially suicidal student last year. Information about how centers handle potentially suicidal students is provided. (Items 92 & 93)

- 13.5% of centers gave Tarasoff type warnings in the past year (down 5.5% since 1997). Centers most often notified the potential victim (69%) and the police (59.6%). (Items 95 & 96)
- 28.2% of centers saw one or more HIV positive clients last year. 9.9% of directors felt that some of these clients posed a risk. One director warned a third party this year. Information is provided for how centers handle HIV positive clients who posed a potential risk. (Items 97, 98, & 99)
- Recommended professional development videotapes are listed in Appendix C. (Item 100)
- For a list of innovative programs, see Appendix D. (Item 101)
- 55.8% of directors noted that the nature of violent incidents involving students has remained the same over the last five years, and 40.9% noticed an increase. (Item 102)
- 50% of centers had no limit to the number of sessions per client, 22% had a limit of 11-15 sessions, 20.7% had a limit of 6-10 sessions, and 6.3% had a limit of 16-20 sessions. There was no noticeable difference in average number of sessions between centers that had a session limit those that did not (both averaged 5 sessions per client). (Items 106 & 108)
- Information about center policies concerning students who appear to need therapy for more than six months is provided. (Item 109)
- 61.5% of centers had a policy regarding the right to decline treatment to any student who seemed to have problems than could not be properly handled in the Center. (Item 110)
- For types of outcome assessments, ratings and student evaluations, please see Items 111-113.
- Information on how directors have used the results of this survey in the past are provided. (Item 115)
- Benefits and disadvantages of IACS accreditation are presented in item 117.

**1999 DIRECTOR'S SURVEY SUMMARY DATA**  
Raw data reported outside brackets (frequencies inside)

**NOTE ON INTERPRETING THIS SUMMARY:** There is missing data for nearly every question in this year's survey, most Directors skip a question or two. The result is that percentages may not add up to 100 for some questions. Please assume that the differences indicate missing data, or "no response" to a question. Numbers correspond to questions on survey, those that have been omitted are highlighted in comments. Thank you!

**DEMOGRAPHIC INFORMATION**

**Director's Gender**

Male 166 (54.2%)  
Female 140 (45.8%)

*in 1971 - Prob. 50%  
of Directors - male  
in 20 more years 90%  
will probably be female*

**Director's Racial/Ethnic Identification**

African American 15 (4.9%)  
Asian American 1 (0.3%)  
Hispanic American 9 (2.9%)  
Native American 1 (0.3%)  
White/Caucasian 278 (90.8%)  
Other 2 (0.7%)  
No response 5 (1.6%)

*This will change since  
also ~~at that time~~ since  
staffs are becoming  
more diverse*

**SCHOOL SIZE**

**Under 2,500**      **2,500 - 7,500**      **7,500 - 15,000**      **Over 15,000**      **TOTAL**      **COMMENTS**  
n = 61      n = 88      n = 66      n = 95      n = 311

*Look at graph - change since 1988*

**1. Centers that charge fees for the following services:**

| Service                            | Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL      | Comments  |
|------------------------------------|-------------|---------------|----------------|-------------|------------|---|
| a) Personal counseling to students | 4 (6.6%)    | 9 (10.3%)     | 9 (13.6%)      | 28 (29.5%)  | 51 (16.5%) | Annual income generated x = \$20,680 Range 3K-70K |
| b) Career counseling to students   | 1 (2.6%)    | 5 (7.9%)      | 6 (11.1%)      | 16 (21.1%)  | 28 (12.1%) | x = \$1,000 Range 500-1.5K                        |
| c) Career testing to students      | 3 (8.8%)    | 15 (24.6%)    | 15 (29.4%)     | 38 (50.0%)  | 71 (32.0%) | x = \$2,773 Range 120-19K                         |
| d) Personality testing to students | 7 (16.7%)   | 13 (16.9%)    | 14 (23.3%)     | 31 (37.3%)  | 66 (25.1%) | x = \$2,442 Range 100-20K                         |

**2. Centers that collect third party payments for personal counseling:**

| Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL    | Comments  |
|-------------|---------------|----------------|-------------|----------|---|
| 0 (0.0%)    | 0 (0.0%)      | 3 (4.6%)       | 6 (6.3%)    | 9 (2.9%) | This was 15% in 1988, 7.2% in 1995, and 4.2% in 1997. |

**3. Centers that are fully or partially supported by a mandatory fee:**

| Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL       | Comments  |
|-------------|---------------|----------------|-------------|-------------|---|
| 21 (34.4%)  | 29 (33.7%)    | 24 (38.7%)     | 43 (46.7%)  | 118 (39.2%) | Up 16% since 1994, but leveled off in last 3 years. |

**4. Centers taking innovative action to earn income:**

| Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL      | Comments  |
|-------------|---------------|----------------|-------------|------------|---|
| 4 (6.6%)    | 12 (14.0%)    | 16 (24.6%)     | 29 (31.5%)  | 62 (20.3%) | Most involved service to community clients, testing, grants, & workshop |

**5. How Center budgets have fared in the past year:**

**Salaries:**

| Response                | Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL       |
|-------------------------|-------------|---------------|----------------|-------------|-------------|
| a) Decreased            | 1 (1.7%)    | 2 (2.3%)      | 0 (0.0%)       | 4 (4.2%)    | 7 (2.3%)    |
| b) Stayed the same      | 16 (26.7%)  | 21 (24.4%)    | 12 (18.2%)     | 10 (10.5%)  | 59 (19.2%)  |
| c) Increased 1-3%       | 30 (50.0%)  | 56 (65.1%)    | 40 (60.6%)     | 50 (52.6%)  | 177 (57.5%) |
| d) Increased 4-6%       | 9 (15.0%)   | 7 (8.1%)      | 14 (21.2%)     | 26 (27.4%)  | 56 (18.2%)  |
| e) Increased 7% or more | 4 (6.7%)    | 0 (0.0%)      | 0 (0.0%)       | 5 (5.3%)    | 9 (2.9%)    |

**Other Costs Budget:**

| Response             | Under 2,500 | 2,500 - 7,500 | 7,500 - 15,000 | Over 15,000 | TOTAL       | Comments            |
|----------------------|-------------|---------------|----------------|-------------|-------------|---------------------|
| a) Increased         | 17 (29.3%)  | 28 (32.9%)    | 28 (42.4%)     | 37 (39.4%)  | 110 (36.2%) | Up 17.9% since 1997 |
| b) Remained the same | 37 (63.8%)  | 50 (58.8%)    | 35 (53.0%)     | 48 (51.1%)  | 171 (56.3%) |                     |
| c) Decreased         | 4 (6.9%)    | 7 (8.2%)      | 3 (4.5%)       | 9 (9.6%)    | 23 (7.6%)   |                     |

*Salaries have increased noticeably in recent years  
Other costs budget had shown an increase  
For health but went up almost 18% since 1997*

*I'll skip the items on outsourcing but the fears about this seem to be decreasing.*

|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS   | 6 |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|--|---|
| 6. Centers that have been outsourced or privatized:   |                         |                           |                            |                         |                    |  |   |
| a) Yes  | 4 (6.6%)                | 1 (1.1%)                  | 0 (0.0%)                   | 1 (1.1%)                | 6 (1.9%)           |  |   |
| b) No, but under consideration  | 0 (0.0%)                | 4 (4.5%)                  | 1 (1.5%)                   | 2 (2.1%)                | 7 (2.3%)           |  |   |
| 7. Director's level of anxiety about the possibility of their Center being outsourced:  |                         |                           |                            |                         |                    |  |   |
| a) Low  | 52 (86.7%)              | 71 (80.7%)                | 55 (83.3%)                 | 87 (91.6%)              | 266 (85.8%)        |  |   |
| b) Moderate   | 7 (11.7%)               | 14 (15.9%)                | 11 (16.7%)                 | 7 (7.4%)                | 39 (12.6%)         |  |   |
| c) High   | 1 (1.7%)                | 3 (3.4%)                  | 0 (0.0%)                   | 1 (1.1%)                | 5 (1.6%)           |  |   |
| 8. Directors that think the fears about outsourcing of Counseling Centers are subsiding:  | 32 (59.3%)              | 53 (64.6%)                | 41 (67.2%)                 | 63 (71.6%)              | 189 (66.3%)        |  |   |
| 9. Centers that have gained new staff positions in the past year:   |                         |                           |                            |                         |                    |  |   |
| a) Professional   | 8 (13.1%)               | 9 (10.2%)                 | 17 (26.2%)                 | 27 (28.4%)              | 61 (19.7%)         | Centers gaining  |   |
| b) Clerical   | 2 (3.3%)                | 4 (4.6%)                  | 4 (6.2%)                   | 10 (10.5%)              | 20 (6.5%)          | professional staff is up   |   |
| c) Graduate Student Assistant or 1/2 time Intern  | 4 (6.6%)                | 5 (5.7%)                  | 4 (6.2%)                   | 11 (11.6%)              | 24 (7.8%)          | 7.3% over 1996   |   |
| d) Intern (full time)   | 1 (1.6%)                | 7 (8.0%)                  | 1 (1.6%)                   | 10 (10.5%)              | 19 (6.2%)          |  |   |
| 10. Centers that have lost staff positions in the past year:  |                         |                           |                            |                         |                    |  |   |
| a) Professional   | 4 (6.6%)                | 7 (8.0%)                  | 3 (4.5%)                   | 11 (11.7%)              | 25 (8.1%)          | Centers losing   |   |
| b) Clerical   | 1 (1.6%)                | 2 (2.3%)                  | 2 (3.0%)                   | 2 (2.1%)                | 7 (2.3%)           | professional staff is  |   |
| c) Graduate Student Assistant or 1/2 time Intern  | 0 (0.0%)                | 0 (0.0%)                  | 1 (1.5%)                   | 3 (3.2%)                | 4 (1.3%)           | down 7.3% since 1996   |   |
| d) Intern (full time)   | 0 (0.0%)                | 1 (1.1%)                  | 1 (1.5%)                   | 2 (2.2%)                | 4 (1.3%)           |  |   |
| 11. Centers that have had records subpoenaed in the past year:  | 3 (5.0%)                | 10 (11.5%)                | 24 (36.9%)                 | 35 (36.8%)              | 72 (23.4%)         | Most involved former clients requesting records (18), custody/divorce cases (11), and suits against the Univ. (7). |   |
| 13. Subpoenaed records were used:   |                         |                           |                            |                         |                    | % based on number of centers that had records subpoenaed.  |   |
| a) In support of a claim by a Center client   | 2 (66.7%)               | 7 (70.0%)                 | 16 (66.7%)                 | 27 (77.1%)              | 52 (72.2%)         |  |   |
| b) Against a client   | 1 (33.3%)               | 1 (10.0%)                 | 6 (25.0%)                  | 11 (31.4%)              | 19 (26.3%)         |  |   |
| 14. Centers where counselors had to appear in court as a result of subpoena:  | 0 (0.0%)                | 0 (0.0%)                  | 4 (19.0%)                  | 5 (13.5%)               | 9 (12.9%)          |  |   |
| 16. Centers that have had suits brought against them in the past year:  | 0 (0.0%)                | 0 (0.0%)                  | 1 (1.5%)                   | 3 (3.2%)                | 4 (1.3%)           |  |   |
| 1998-1999 Suits: Post Doc charged with malpractice, inappropriate counselor behavior, involuntary hospitalization due to dangerousness. |                         |                           |                            |                         |                    |  |   |
| 17. Centers that have experienced other legal or ethical dilemmas in the past year:   | 23 (39.0%)              | 33 (40.2%)                | 29 (45.3%)                 | 35 (38.0%)              | 120 (40.3%)        | See Appendix A for examples of dilemmas.   |   |

*A number of good ethical questions are raised in the appendix that could serve as the basis for a discussion*



18. Paid benefits available for Center staff and interns:  
(Total data only)

|                       | Professional<br>Dues | Licensing<br>Fee | Malpractice<br>Insurance | Conference<br>Expenses | Conference Money<br>available per person |
|-----------------------|----------------------|------------------|--------------------------|------------------------|--|
| a) Director           | 121 (41.2%)          | 68 (23.4%)       | 107 (36.8%)              | 271 (93.8%)            | x=\$ 1,135 Range 50-8,000                |
| b) Training Director  | 24 (18.5%)           | 16 (12.4%)       | 39 (30.2%)               | 114 (89.8%)            | x=\$ 938 Range 100-5,000                 |
| c) Assistant Director | 32 (24.8%)           | 19 (14.7%)       | 39 (30.2%)               | 114 (89.8%)            | x=\$ 833 Range 150-2,500                 |
| d) Professional Staff | 69 (26.6%)           | 50 (19.3%)       | 85 (32.8%)               | 237 (92.6%)            | x=\$ 647 Range 75-2,500                  |
| e) Interns            | 4 (3.3%)             | 2 (1.6%)         | 36 (29.5%)               | 94 (78.3%)             | x=\$ 240 Range 35-1,000                  |

Under 2,500  
n = 61

2,500 - 7,500  
n = 88

7,500 - 15,000  
n = 66

Over 15,000  
n = 95

TOTAL  
n = 311

COMMENTS

19. Centers that provide supervision for staff who require licensure: 39 (68.4%)

72 (84.7%)

52 (80.0%)

85 (93.4%)

249 (83.3%)

20. Usage of Center by different student populations relative to their percentage on campus:

Greater than

Equal to

Less than

|                              |             |             |             |
|------------------------------|-------------|-------------|-------------|
| a) Men                       | 6 (2.0%)    | 65 (22.2%)  | 222 (75.8%) |
| b) Women                     | 203 (68.6%) | 88 (29.7%)  | 5 (1.7%)    |
| c) International Students    | 33 (11.8%)  | 119 (42.5%) | 128 (45.7%) |
| d) Sexual Minorities         | 47 (20.5%)  | 88 (38.4%)  | 94 (41.0%)  |
| e) African American Students | 58 (20.3%)  | 136 (47.6%) | 92 (32.2%)  |
| f) Other Minority Students   | 47 (17.6%)  | 129 (48.3%) | 91 (34.1%)  |

Under 2,500  
n = 61

2,500 - 7,500  
n = 88

7,500 - 15,000  
n = 66

Over 15,000  
n = 95

TOTAL  
n = 311

COMMENTS

21. Centers with a systematized format for evaluation of professional staff:

|  |            |            |            |            |             |  |
|--|------------|------------|------------|------------|-------------|--|
| a) Institution-wide format                     | 40 (65.6%) | 72 (81.8%) | 44 (66.7%) | 50 (52.6%) | 207 (66.6%) | Centers using an institution-wide format is up 11.6% since 1998. |
| b) Format designed specifically for the Center | 13 (21.3%) | 17 (19.3%) | 19 (28.8%) | 41 (43.2%) | 90 (28.9%)  |  |
| c) No systematized format                      | 13 (21.3%) | 7 (8.0%)   | 5 (7.6%)   | 11 (11.6%) | 36 (11.6%)  |  |

22. For Centers with a systematized evaluation format:

|  |            |            |            |            |             |   |
|--|------------|------------|------------|------------|-------------|---|
| a) Staff formally evaluated on established criteria; evaluation shared with directors supervisor | 41 (85.4%) | 64 (79.0%) | 47 (77.0%) | 60 (70.6%) | 213 (77.2%) | It is noteworthy that in the majority of cases, evaluations do not affect salary increases. |
| b) Staff formally evaluated on established criteria; evaluation shared only with staff member    | 7 (14.6%)  | 18 (22.2%) | 17 (27.9%) | 27 (31.8%) | 70 (25.4%)  |   |
| c) Staff informally evaluated; progress reviewed on regular basis                                | 13 (27.1%) | 25 (30.9%) | 17 (27.9%) | 14 (16.5%) | 69 (25.0%)  |   |
| d) Team goals reviewed by entire staff; no individual evaluation except if problems arise        | 1 (2.1%)   | 3 (3.7%)   | 3 (4.8%)   | 5 (5.9%)   | 12 (4.3%)   |   |
| e) Peer evaluations are used   | 1 (2.1%)   | 13 (16.0%) | 8 (13.1%)  | 16 (18.8%) | 39 (14.1%)  |   |
| f) Evaluations directly affect salary increases  | 13 (27.1%) | 26 (32.1%) | 23 (37.7%) | 40 (47.1%) | 103 (37.3%) |   |

|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS   |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|--|
| 23. Previous surveys have indicated that most counselors do, on occasion, find themselves sexually attracted to their clients. Directors indicated that the following statements reflect the current status of this issue:  |                         |                           |                            |                         |                    |  |
| a) Sexual attraction toward a client is still a taboo subject in this field   | 20 (33.3%)              | 19 (22.9%)                | 19 (29.7%)                 | 15 (16.1%)              | 74 (24.6%)         | Down 45.2% since 1992!   |
| b) When the topic is discussed, it is almost always in general terms rather than an expression of personal experience   | 32 (53.3%)              | 50 (60.2%)                | 40 (62.5%)                 | 50 (53.8%)              | 172 (57.1%)        | Down 23.8% since 1992.   |
| c) Most counselors who are sexually attracted to a client rarely, if ever, discuss this at a case conference  | 24 (40.0%)              | 42 (50.6%)                | 37 (57.8%)                 | 52 (55.9%)              | 155 (51.5%)        | Down 26% since 1992.   |
| d) Most counselors who are sexually attracted to a client rarely, if ever, discuss this in individual supervision   | 14 (23.3%)              | 19 (22.9%)                | 20 (31.3%)                 | 17 (18.3%)              | 70 (23.3%)         | A major change is occurring in the willingness of center counselors to discuss sexual attraction to clients. |
| 24. Directors that know of students who have come to their Center in the past year because of sexual exploitation or harassment by:   |                         |                           |                            |                         |                    |  |
| a) Another therapist  | 3 (5.6%)                | 6 (7.6%)                  | 10 (16.1%)                 | 18 (20.5%)              | 37 (13.0%)         | Down 2.4% since 1996.  |
| b) Faculty member or supervisor   | 30 (55.6%)              | 49 (62.0%)                | 42 (67.7%)                 | 79 (89.8%)              | 201 (70.8%)        | Up 9.6% since 1996.  |
| c) Another student  | 50 (92.6%)              | 71 (91.0%)                | 56 (90.3%)                 | 78 (88.6%)              | 256 (90.5%)        | Up 8.3% since 1996.  |
| 25. Area where career counseling takes place on campus:   |                         |                           |                            |                         |                    |  |
| a) Primarily in the Counseling Center   | 7 (11.5%)               | 14 (16.1%)                | 17 (25.8%)                 | 32 (34.0%)              | 70 (22.7%)         | (a) Down 6.3% since 1996 and down 16.3% since 1991.  |
| b) Primarily in a separate career development or placement office   | 50 (82.0%)              | 57 (65.5%)                | 38 (57.6%)                 | 42 (44.7%)              | 188 (60.8%)        |  |
| c) Shared equally between a and b   | 1 (1.6%)                | 13 (14.9%)                | 8 (12.1%)                  | 19 (20.2%)              | 41 (13.3%)         |  |
| 26. Average salaries for professional staff hired in the past year according to gender, minority status, and institutional size is available in Appendix B.   |                         |                           |                            |                         |                    |  |
| 27. Average salary paid to professional staff according to number of years in the position, according to institutional size, is available in Appendix C.  |                         |                           |                            |                         |                    |  |
| 28. In 1998, data indicated that 62% of all center professional paid staff are female and that 2 out of every 3 new hires are also female. In view of this, Directors who indicated that they are having more difficulty hiring qualified professional male staff | 13 (38.2%)              | 24 (35.3%)                | 15 (30.6%)                 | 27 (36.5%)              | 79 (35.0%)         |  |
| 29. Centers using e-mail/Internet for any of the following:   |                         |                           |                            |                         |                    |  |
| a) Chat rooms around specific themes for students   | 1 (2.5%)                | 6 (8.5%)                  | 5 (9.1%)                   | 5 (6.6%)                | 17 (7.0%)          | Other on-line uses:  |
| b) Psychoeducation  | 22 (55.0%)              | 46 (64.8%)                | 32 (58.2%)                 | 41 (53.9%)              | 141 (58.3%)        | Center Web page, list serves   |
| c) Data base  | 1 (2.5%)                | 13 (18.3%)                | 17 (30.9%)                 | 24 (31.6%)              | 55 (22.7%)         | campus communication,  |
| d) Personal client contact/questions and concerns   | 21 (52.5%)              | 32 (45.1%)                | 18 (32.7%)                 | 23 (30.3%)              | 94 (38.8%)         | scheduling with clients,   |
| e) Providing career information   | 4 (10.0%)               | 20 (28.2%)                | 14 (25.5%)                 | 29 (38.2%)              | 67 (27.7%)         | advertising and announce-  |
| f) Other  | 16 (40.0%)              | 18 (25.4%)                | 22 (40.0%)                 | 26 (34.2%)              | 82 (33.9%)         | ments and research.  |

*Asked this several times in the early 30's there has been a dramatic change - Due in part to the research of Kenneth Pope - I don't think just asking the question in the survey has helped to generate discussion*

*see graph*

*see graph*

|   | <u>Under 2,500</u><br>(n = 61) | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u>                           |
|---|--------------------------------|----------------------------------|-----------------------------------|--------------------------------|---------------------------|---|
| 30. Centers that inform students that in the future they may be pressured to sign release of information forms if seeking employment in government agencies or admittance to the Bar  | 2 (3.4%)                       | 16 (18.4%)                       | 11 (16.7%)                        | 15 (16.1%)                     | 44 (14.4%)                | Down 15.2% since 1995                     |
| 31. Centers where providing information about pressured release of information has resulted in students deciding not to proceed with therapy:   | 1 (50.0%)                      | 5 (35.7%)                        | 6 (54.5%)                         | 3 (23.1%)                      | 15 (37.5%)                | % based on respondents to # 30.           |
| 32. Directors who believe that providing this information would deter students from seeking help:   | 16 (30.8%)                     | 28 (41.2%)                       | 22 (40.7%)                        | 32 (42.7%)                     | 99 (39.6%)                |   |
| 33. Approximate ratio of FTE mental health professionals (includes all paid staff and interns at centers and other service units on campus except for services provided by students in departmental clinics) to FTE students: | 1 to 763                       | 1 to 1,247                       | 1 to 1,861                        | 1 to 2,165                     | 1 to 1,579                | The range varies from 1 - 180 to 1-7,540. |
| 34. On campus psychiatric services are provided:  |                                |                                  |                                   |                                |                           |   |
| a) In Counseling Center only  | 12 (20.0%)                     | 24 (27.8%)                       | 21 (32.8%)                        | 26 (27.4%)                     | 83 (27.0%)                |   |
| b) In Student Health Center only  | 1 (1.7%)                       | 4 (4.6%)                         | 12 (18.8%)                        | 28 (29.5%)                     | 45 (14.7%)                |   |
| c) In both Counseling & Student Health Centers  | 1 (1.7%)                       | 3 (3.4%)                         | 6 (9.4%)                          | 21 (22.1%)                     | 32 (10.4%)                |   |
| d) Contract out for psychiatrists   | 9 (15.0%)                      | 11 (12.6%)                       | 3 (4.7%)                          | 4 (4.2%)                       | 27 (8.8%)                 |   |
| e) No access to psychiatrist except as private referral   | 30 (50.0%)                     | 41 (47.1%)                       | 15 (23.4%)                        | 9 (9.5%)                       | 95 (30.9%)                |   |
| f) Other  | 4 (6.7%)                       | 3 (3.4%)                         | 5 (7.8%)                          | 6 (6.3%)                       | 18 (5.9%)                 |   |
| 35. Number of psychiatric consultation hours available per week:  | $\bar{x}$ = 2.1                | $\bar{x}$ = 8                    | $\bar{x}$ = 9.5                   | $\bar{x}$ = 37                 | $\bar{x}$ = 20            | Range 0.5 - 242                           |
| 36. Number of psychiatric consultation hours per week provided per 1,000 students:  | $\bar{x}$ = 1.3                | $\bar{x}$ = 1.7                  | $\bar{x}$ = 1.0                   | $\bar{x}$ = 1.9                | $\bar{x}$ = 1.5           | Range .001 - 28.5                         |
| 37. Students receiving medication from an on-campus psychiatrist:   |                                |                                  |                                   |                                |                           |   |
| a) Must be in therapy with a Counseling Center therapist  | 11 (55.0%)                     | 13 (37.1%)                       | 24 (54.5%)                        | 23 (31.5%)                     | 71 (41.0%)                | Up 3.2% since 1997                        |
| b) Must be in therapy with either a Center therapist or an external therapist   | 4 (20.0%)                      | 8 (22.9%)                        | 6 (13.6%)                         | 10 (13.7%)                     | 28 (16.2%)                |   |
| c) Can obtain medication without on-going therapy   | 5 (25.0%)                      | 14 (40.0%)                       | 14 (31.8%)                        | 40 (54.8%)                     | 74 (42.8%)                |   |
| 38. Center clients receive medication from the following campus sources (Directors checked all that applied):   |                                |                                  |                                   |                                |                           |   |
| a) Psychiatrist   | 18 (81.8%)                     | 35 (87.5%)                       | 43 (93.5%)                        | 77 (96.3%)                     | 174 (92.1%)               |   |
| b) M.D., non-psychiatrist   | 11 (50.0%)                     | 20 (50.0%)                       | 31 (67.4%)                        | 46 (57.5%)                     | 109 (57.7%)               |   |
| c) Nurse practitioner   | 5 (22.7%)                      | 9 (22.5%)                        | 10 (21.7%)                        | 21 (26.3%)                     | 46 (24.3%)                |   |
| 40. Number of professional staff for each support staff member:   | $\bar{x}$ = 3.1                | $\bar{x}$ = 3.7                  | $\bar{x}$ = 4.1                   | $\bar{x}$ = 4.0                | $\bar{x}$ = 3.8           | Range 0.20-14                             |

Under 2,500  
(n = 61)

2,500 - 7,500  
(n = 88)

7,500 - 15,000  
(n = 66)

Over 15,000  
(n = 95)

TOTAL  
(n = 311)

COMMENTS

10

41. Number of clients seen each week to be considered a full case load for a counselor who does only counseling:

$\bar{x}$  = 23 Range 15-32    $\bar{x}$  = 24 Range 12-35    $\bar{x}$  = 24 Range 15-33    $\bar{x}$  = 25 Range 13-33    $\bar{x}$  = 24 Range 12-35

42. Percentage of counseling caseload at Center which is seen by trainees (interns, practicum students, graduate assistants):

$\bar{x}$  = 34% Range 2-90    $\bar{x}$  = 28% Range 1-90    $\bar{x}$  = 28% Range 16-80    $\bar{x}$  = 29% Range 5-99    $\bar{x}$  = 29% Range 0-18-99

43. The percentage of time a full-time counselor spends on the following areas during Fall and Spring terms:

*see graph*

- a) **Direct Service** (individual and group counseling, intakes, assessment, crisis intervention, C & O for students)

$\bar{x}$  = 61% Range 20-92    $\bar{x}$  = 59% Range 20-94    $\bar{x}$  = 59% Range 25-80    $\bar{x}$  = 58% Range 30-95    $\bar{x}$  = 59% Range 20-95

- b) **Indirect Service** (supervision, RA/peer/clinical training, consultation, case notes, other outreach)

$\bar{x}$  = 18% Range 5-40    $\bar{x}$  = 20% Range 3-50    $\bar{x}$  = 24% Range 10-60    $\bar{x}$  = 22% Range 4-40    $\bar{x}$  = 21% Range 3-60

- c) **Administrative Service** (staff meetings, committee work, center mgmt., professional development)

$\bar{x}$  = 13% Range 0-50    $\bar{x}$  = 15% Range 0-50    $\bar{x}$  = 12% Range 0-40    $\bar{x}$  = 15% Range 1-60    $\bar{x}$  = 14% Range 0-60

- d) **Other** (research, teaching, etc.)

$\bar{x}$  = 5% Range 0-26    $\bar{x}$  = 5% Range 0-30    $\bar{x}$  = 5% Range 0-20    $\bar{x}$  = 5.8% Range 0-30    $\bar{x}$  = 5% Range 0-30

44. Percentage of students in the following counseling session usage categories:

- a) Students that come for initial session and do not return

$\bar{x}$  = 21% Range 1-59    $\bar{x}$  = 23% Range 2-60    $\bar{x}$  = 27% Range 5-65    $\bar{x}$  = 27% Range 3-70    $\bar{x}$  = 25% Range 1-70

- b) Students that come for three sessions or less

$\bar{x}$  = 27% Range 5-66    $\bar{x}$  = 33% Range 5-75    $\bar{x}$  = 28% Range 3-60    $\bar{x}$  = 33% Range 5-78    $\bar{x}$  = 31% Range 3-78

- c) Students that come for four to eight sessions

$\bar{x}$  = 35% Range 2-70    $\bar{x}$  = 28% Range 3-80    $\bar{x}$  = 28% Range 9-70    $\bar{x}$  = 28% Range 5-80    $\bar{x}$  = 29% Range 2-80

- d) Students that come for nine or more sessions

$\bar{x}$  = 18% Range 1-80    $\bar{x}$  = 19% Range 1-75    $\bar{x}$  = 20% Range 2-57    $\bar{x}$  = 15% Range 2-60    $\bar{x}$  = 18% Range 1-80

45. a) Schools that have had an Academic Success Program established on their campus:

21 (35.6%)   28 (33.7%)   25 (40.3%)   33 (36.7%)   108 (36.6%)

- b) Schools where the involved offices have retained their own identity:

20 (95.2%)   22 (78.6%)   20 (83.3%)   32 (94.1%)   95 (88.0%)

- c) Centers that are involved in their school's Academic Success Program:

15 (71.4%)   12 (44.4%)   12 (52.2%)   26 (74.3%)   65 (60.7%)   % based on respondents to 45a.

SKIP

|  | <u>Under 2,500</u><br>(n = 61) | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u>      |
|--|--------------------------------|----------------------------------|-----------------------------------|--------------------------------|---------------------------|----------------------|
| 46. Centers providing the following services:  |                                |                                  |                                   |                                |                           |                      |
| a) Personal counseling   | 60 (100.0%)                    | 86 (98.9%)                       | 66 (100.0%)                       | 94 (100.0%)                    | 307 (99.7%)               |                      |
| b) Career counseling   | 21 (35.0%)                     | 46 (52.9%)                       | 41 (62.1%)                        | 67 (70.5%)                     | 175 (56.6%)               |                      |
| c) Learning skills (tutoring, etc.)  | 12 (20.0%)                     | 14 (16.1%)                       | 12 (18.2%)                        | 27 (28.4%)                     | 65 (21.0%)                |                      |
| d) Placement   | 5 (8.3%)                       | 2 (2.3%)                         | 2 (3.0%)                          | 5 (5.3%)                       | 14 (4.5%)                 |                      |
| e) Teaching a credit bearing course  | 19 (31.7%)                     | 29 (33.3%)                       | 29 (43.9%)                        | 36 (37.9%)                     | 113 (36.6%)               |                      |
| f) Outreach (workshops, etc.)  | 59 (98.3%)                     | 84 (96.6%)                       | 66 (100.0%)                       | 93 (97.9%)                     | 303 (98.1%)               |                      |
| g) Consultations   | 58 (96.7%)                     | 84 (96.6%)                       | 65 (98.5%)                        | 92 (96.8%)                     | 300 (97.1%)               |                      |
| h) Supervision of trainees   | 31 (51.7%)                     | 70 (80.5%)                       | 63 (95.5%)                        | 90 (94.7%)                     | 255 (82.5%)               |                      |
| i) Academic advising   | 11 (18.3%)                     | 14 (16.1%)                       | 7 (10.6%)                         | 7 (7.4%)                       | 39 (12.6%)                |                      |
| j) Freshman orientation  | 37 (61.7%)                     | 45 (51.7%)                       | 31 (47.0%)                        | 39 (41.1%)                     | 153 (49.5%)               |                      |
| k) Minority services   | 15 (25.0%)                     | 20 (23.0%)                       | 13 (19.7%)                        | 38 (40.0%)                     | 86 (27.8%)                |                      |
| l) Specialized women's services  | 15 (25.0%)                     | 22 (25.3%)                       | 19 (28.8%)                        | 35 (36.8%)                     | 91 (29.4%)                |                      |
| m) Specialized services for gay, lesbian, bisexual students  | 17 (28.3%)                     | 25 (28.7%)                       | 11 (16.7%)                        | 38 (40.0%)                     | 91 (29.4%)                |                      |
| n) Other   | 15 (25.0%)                     | 25 (28.7%)                       | 17 (25.8%)                        | 24 (25.3%)                     | 81 (26.2%)                |                      |
| 47. Apart from direct counseling services, Centers are involved in retention efforts through the following services: |                                |                                  |                                   |                                |                           |                      |
| a) Committee work  | 35 (59.3%)                     | 67 (79.8%)                       | 47 (73.4%)                        | 74 (78.7%)                     | 223 (73.8%)               |                      |
| b) Teach a freshman seminar/adjustment to college course   | 18 (30.5%)                     | 30 (35.7%)                       | 24 (37.5%)                        | 36 (38.3%)                     | 108 (35.8%)               |                      |
| c) Workshops on various topics geared toward retention   | 32 (54.2%)                     | 56 (66.7%)                       | 37 (57.8%)                        | 64 (68.1%)                     | 190 (62.9%)               |                      |
| d) Contribute to Freshman Orientation  | 48 (81.4%)                     | 78 (92.9%)                       | 58 (90.6%)                        | 83 (88.3%)                     | 268 (88.7%)               |                      |
| e) Consultation and Outreach (for Student Affairs Staff, Faculty, etc.)  | 51 (86.4%)                     | 79 (94.0%)                       | 58 (90.6%)                        | 87 (92.6%)                     | 276 (91.4%)               |                      |
| f) Coordinate an Academic Support Unit/ Academic Services Program  | 11 (18.6%)                     | 16 (19.0%)                       | 5 (7.8%)                          | 11 (11.7%)                     | 43 (14.2%)                |                      |
| g) Coordinate a Learning Skills Unit   | 8 (13.6%)                      | 7 (8.3%)                         | 8 (12.5%)                         | 17 (18.1%)                     | 40 (13.2%)                |                      |
| h) Collaborate with Student Affairs Staff  | 49 (83.1%)                     | 82 (97.6%)                       | 55 (85.9%)                        | 81 (86.2%)                     | 268 (88.7%)               |                      |
| i) Research/Data collection for university   | 22 (37.3%)                     | 26 (31.0%)                       | 18 (28.1%)                        | 29 (30.9%)                     | 95 (31.5%)                |                      |
| j) Provide career education  | 10 (16.9%)                     | 22 (26.2%)                       | 23 (35.9%)                        | 44 (46.8%)                     | 99 (32.8%)                |                      |
| k) Organize peer mentoring programs, train peer mentors  | 20 (33.9%)                     | 33 (39.3%)                       | 15 (23.4%)                        | 29 (30.9%)                     | 97 (32.1%)                |                      |
| l) Provide interventions for at-risk students  | 36 (61.0%)                     | 48 (57.1%)                       | 35 (54.7%)                        | 67 (71.3%)                     | 186 (61.6%)               |                      |
| 48. Centers that describe themselves as:   |                                |                                  |                                   |                                |                           |                      |
| a) Primarily a mental health/psychological services center   | 32 (53.3%)                     | 36 (40.9%)                       | 29 (43.9%)                        | 40 (42.6%)                     | 138 (44.7%)               | Down 11% since 1991. |
| b) Primarily a personal development center   | 8 (13.3%)                      | 14 (15.9%)                       | 12 (18.2%)                        | 10 (10.6%)                     | 44 (14.2%)                | Down 12% since 1991. |
| c) Primarily a career development center   | 0 (0.0%)                       | 1 (1.1%)                         | 0 (0.0%)                          | 0 (0.0%)                       | 1 (0.3%)                  |                      |
| d) A balance of the above  | 14 (23.3%)                     | 29 (33.0%)                       | 22 (33.3%)                        | 43 (45.7%)                     | 108 (35.0%)               |                      |



|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS            | 12 |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|---------------------|----|
| 49. Centers primary theoretical orientation:  |                         |                           |                            |                         |                    |                     |    |
| a) None   | 9 (15.3%)               | 9 (10.3%)                 | 7 (10.8%)                  | 10 (11.0%)              | 35 (11.6%)         | Down 52% since 1990 |    |
| b) Psychodynamic  | 7 (11.9%)               | 5 (5.7%)                  | 5 (7.7%)                   | 9 (9.9%)                | 26 (8.6%)          |                     |    |
| c) Cognitive-behavioral   | 8 (13.6%)               | 14 (16.1%)                | 7 (10.8%)                  | 9 (9.9%)                | 38 (12.5%)         |                     |    |
| d) Developmental  | 8 (13.6%)               | 11 (12.6%)                | 10 (15.4%)                 | 8 (8.8%)                | 37 (12.2%)         |                     |    |
| e) Eclectic/integrative   | 22 (37.3%)              | 40 (46.0%)                | 31 (47.7%)                 | 47 (51.6%)              | 141 (46.5%)        |                     |    |
| f) Other  | 5 (8.5%)                | 8 (9.2%)                  | 5 (7.7%)                   | 8 (8.8%)                | 26 (8.6%)          |                     |    |
| 50. Centers that have taken the following actions to effectively manage case loads:   |                         |                           |                            |                         |                    |                     |    |
| a) Seeing more students in therapy less than once a week  | 25 (53.2%)              | 47 (59.5%)                | 38 (64.4%)                 | 58 (63.7%)              | 169 (61.0%)        |                     |    |
| b) Reducing the number of students seen more than once a week   | 17 (36.2%)              | 27 (34.2%)                | 18 (30.5%)                 | 23 (25.3%)              | 85 (30.7%)         |                     |    |
| c) No longer having holding appointments for students   | 14 (29.8%)              | 22 (27.8%)                | 25 (42.4%)                 | 25 (27.5%)              | 87 (31.4%)         |                     |    |
| d) Using a waiting list "support" group (students attend group until an individual appt. is available)                        | 1 (2.1%)                | 2 (2.5%)                  | 2 (3.4%)                   | 7 (7.7%)                | 12 (4.3%)          |                     |    |
| e) Assigning more students to groups directly from intake/assessment  | 1 (2.1%)                | 7 (8.9%)                  | 16 (27.1%)                 | 29 (31.9%)              | 53 (19.1%)         |                     |    |
| f) Using a telephone assessment/intake system   | 5 (10.6%)               | 4 (5.1%)                  | 1 (1.7%)                   | 3 (3.3%)                | 13 (4.7%)          |                     |    |
| g) Making more external referrals   | 11 (23.4%)              | 23 (29.1%)                | 23 (39.0%)                 | 42 (46.2%)              | 99 (35.7%)         |                     |    |
| h) Using a brief treatment model  | 32 (68.1%)              | 53 (67.1%)                | 43 (72.9%)                 | 75 (82.4%)              | 204 (73.6%)        |                     |    |
| 51. Schools which have an alcohol abuse program on their campus:  | 36 (60.0%)              | 63 (73.3%)                | 51 (77.3%)                 | 74 (77.9%)              | 225 (73.1%)        |                     |    |
| Centers that are responsible for running this alcohol abuse program:  | 19 (52.7%)              | 37 (58.7%)                | 15 (29.4%)                 | 30 (40.5%)              | 102 (45.3%)        | Up 6.7% since 1993  |    |
| 52. Centers that provide drug and alcohol assessments:  | 47 (78.3%)              | 64 (74.4%)                | 40 (60.6%)                 | 64 (68.1%)              | 216 (70.4%)        |                     |    |
| 53. Centers that accept mandated drug and alcohol referrals:  |                         |                           |                            |                         |                    |                     |    |
| a) For assessment only  | 20 (33.9%)              | 30 (35.3%)                | 21 (31.8%)                 | 30 (31.6%)              | 101 (33.0%)        |                     |    |
| a) For assessment and counseling  | 25 (42.4%)              | 35 (41.2%)                | 21 (31.8%)                 | 32 (33.7%)              | 114 (37.3%)        |                     |    |
| b) Do not accept mandated referrals   | 14 (23.7%)              | 20 (23.5%)                | 24 (36.4%)                 | 33 (34.7%)              | 91 (29.7%)         |                     |    |
| 54. Centers that have noted the following about students coming in for drug and alcohol assessments over the past five years: |                         |                           |                            |                         |                    |                     |    |
| a) Increased  | 13 (27.7%)              | 30 (46.9%)                | 23 (52.3%)                 | 26 (40.6%)              | 93 (42.3%)         |                     |    |
| b) Remained the same  | 29 (61.7%)              | 30 (46.9%)                | 17 (38.6%)                 | 38 (59.4%)              | 114 (51.8%)        |                     |    |
| c) Decreased  | 5 (10.6%)               | 4 (6.3%)                  | 4 (9.1%)                   | 0 (0.0%)                | 13 (5.9%)          |                     |    |

*A number of schools  
alcohol questions - SIP, P  
Time a problem*

|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS  |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|---|
| 55. Schools participating in the following national alcohol usage surveys:  |                         |                           |                            |                         |                    |   |
| a) CORE   | 30 (54.5%)              | 53 (64.6%)                | 41 (69.5%)                 | 36 (40.4%)              | 161 (56.3%)        |   |
| b) The Harvard Survey   | 2 (3.6%)                | 11 (13.4%)                | 13 (22.0%)                 | 25 (28.1%)              | 51 (17.8%)         |   |
| c) Other  | 3 (5.5%)                | 9 (11.0%)                 | 4 (6.8%)                   | 10 (11.2%)              | 26 (9.1%)          |   |
| d) Do not participate   | 24 (43.6%)              | 19 (23.2%)                | 13 (22.0%)                 | 31 (34.8%)              | 87 (30.4%)         |   |
| 56. The national research data suggest that the average binge drinking rate among college students is about 43%. Among schools who participate in these surveys, Directors indicate the binge drinking rate on their campus is: |                         |                           |                            |                         |                    |   |
| a) Well below the national average (7% points or lower)   | 10 (20.8%)              | 10 (13.0%)                | 7 (12.3%)                  | 10 (13.3%)              | 38 (14.7%)         |   |
| b) Somewhere near the national average  | 14 (29.2%)              | 34 (44.2%)                | 19 (33.3%)                 | 29 (38.7%)              | 96 (37.2%)         |   |
| c) Well above the national average (7% points or higher)  | 8 (16.7%)               | 16 (20.8%)                | 17 (29.8%)                 | 11 (14.7%)              | 52 (20.2%)         |   |
| d) Don't know   | 16 (33.3%)              | 17 (22.1%)                | 14 (24.6%)                 | 25 (33.3%)              | 72 (27.9%)         |   |
| 57. In the absence of actual research data, what Directors estimate the binge drinking rate on their campus to be:  |                         |                           |                            |                         |                    |   |
| a) Well below the national average (7% points or lower)   | 7 (18.9%)               | 8 (18.2%)                 | 3 (11.1%)                  | 7 (14.9%)               | 26 (16.7%)         |   |
| b) Somewhere near the national average  | 21 (56.8%)              | 27 (61.4%)                | 18 (66.7%)                 | 33 (70.2%)              | 99 (63.5%)         |   |
| c) Well above the national average (7% points or higher)  | 6 (16.2%)               | 3 (6.8%)                  | 6 (22.2%)                  | 3 (6.4%)                | 18 (11.5%)         |   |
| 58. If students on campus binge drink well below the national average Directors account for this difference:  |                         |                           |                            |                         |                    | % based on # of schools   |
| a) We tend to not attract students with a drinking problem  | 7 (43.8%)               | 9 (52.9%)                 | 4 (33.3%)                  | 6 (27.3%)               | 26 (38.2%)         | where students drink well below the national average.   |
| b) We have a no tolerance alcohol policy  | 4 (25.0%)               | 7 (41.2%)                 | 1 (8.3%)                   | 3 (13.6%)               | 15 (22.1%)         | Other ways directors  |
| c) We conduct extensive alcohol education/prevention programming  | 6 (37.5%)               | 4 (23.5%)                 | 2 (16.7%)                  | 5 (22.7%)               | 18 (26.5%)         | account for this difference   |
| d) Other  | 8 (50.0%)               | 11 (64.7%)                | 6 (50.0%)                  | 12 (54.5%)              | 37 (54.4%)         | include, being religiously affiliated (13), an older student population (6), and being a commuter school (6). |
| 59. Director opinions about current alcohol use on their campus now vs. five years ago:   |                         |                           |                            |                         |                    |   |
| a) Significant increase in binge drinking   | 7 (13.0%)               | 19 (22.4%)                | 17 (26.6%)                 | 18 (19.8%)              | 61 (20.7%)         |   |
| b) Level of alcohol use about the same  | 41 (75.9%)              | 64 (75.3%)                | 44 (68.8%)                 | 70 (76.9%)              | 219 (74.2%)        |   |
| c) Significant decrease in binge drinking   | 8 (11.1%)               | 2 (2.4%)                  | 3 (4.7%)                   | 3 (3.3%)                | 15 (5.1%)          |   |
| 60. Institutions that have received a grant to address alcohol problems on campus:  |                         |                           |                            |                         |                    |   |
| a) FIPSE grant  | 22 (39.3%)              | 42 (48.8%)                | 35 (56.5%)                 | 64 (70.3%)              | 164 (55.4%)        |   |
| b) State funded grant   | 10 (17.9%)              | 9 (10.5%)                 | 15 (24.2%)                 | 16 (17.6%)              | 50 (16.9%)         |   |
| c) Foundation (or other private) grant  | 11 (19.6%)              | 13 (15.1%)                | 7 (11.3%)                  | 15 (16.5%)              | 47 (15.9%)         |   |
| d) Never received an alcohol grant  | 21 (37.5%)              | 30 (34.9%)                | 18 (29.0%)                 | 14 (15.4%)              | 83 (28.0%)         |   |
| 61. Institutions where alcohol grant was managed by the Counseling Center:  | 16 (45.7%)              | 26 (48.1%)                | 16 (34.8%)                 | 26 (32.9%)              | 84 (39.1%)         |   |

|  | <u>Under 2,500</u><br>(n = 61)  | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u> | 14 |
|--|---|----------------------------------|-----------------------------------|--------------------------------|---------------------------|-----------------|----|
| 62. Among institutions who received alcohol grants, the impact it had on student alcohol use at your campus:   |   |                                  |                                   |                                |                           |                 |    |
| a) A significant (8% or more) decline in alcohol abuse   | 2 (6.5%)  | 1 (1.9%)                         | 1 (2.5%)                          | 1 (1.4%)                       | 6 (3.1%)                  |                 |    |
| b) A moderate (4-7%) decline in alcohol use  | 1 (3.2%)  | 5 (9.6%)                         | 9 (22.5%)                         | 5 (7.0%)                       | 20 (10.3%)                |                 |    |
| c) No noticeable impact  | 16 (51.6%)  | 30 (57.7%)                       | 20 (50.0%)                        | 38 (53.5%)                     | 104 (53.3%)               |                 |    |
| d) Too early to say  | 8 (25.8%)   | 11 (21.2%)                       | 8 (20.0%)                         | 16 (22.5%)                     | 43 (22.1%)                |                 |    |
| 63. Schools with a committee or office on campus which provides programming to address the problem of alcohol abuse:   |   |                                  |                                   |                                |                           |                 |    |
| a) Committee   | 23 (39.0%)  | 30 (34.9%)                       | 29 (44.6%)                        | 33 (34.7%)                     | 116 (37.9%)               |                 |    |
| b) Office or specified program   | 28 (47.5%)  | 48 (55.8%)                       | 47 (72.3%)                        | 58 (61.1%)                     | 182 (59.5%)               |                 |    |
| c) Do not have   | 11 (18.6%)  | 19 (22.1%)                       | 5 (7.7%)                          | 17 (17.9%)                     | 52 (17.0%)                |                 |    |
| 64. Schools with an educational program for students who break alcohol policies:   | 38 (66.7%)  | 60 (69.8%)                       | 49 (76.6%)                        | 64 (68.1%)                     | 212 (70.2%)               |                 |    |
| 65. Directors opinions on effectiveness of these programs:   |   |                                  |                                   |                                |                           |                 |    |
| a) Highly effective  | 1 (2.7%)  | 5 (8.8%)                         | 7 (14.0%)                         | 2 (3.3%)                       | 15 (7.3%)                 |                 |    |
| b) Moderately effective  | 27 (73.0%)  | 34 (59.6%)                       | 35 (70.0%)                        | 48 (78.7%)                     | 145 (70.4%)               |                 |    |
| c) Not effective   | 9 (24.3%)   | 18 (31.6%)                       | 8 (16.0%)                         | 11 (18.0%)                     | 46 (22.3%)                |                 |    |
| 66. Centers with successful educational alcohol programs measure effectiveness by:   |   |                                  |                                   |                                |                           |                 |    |
| a) Drop in overall percentage of alcohol abuse   | 1 (3.8%)  | 3 (8.1%)                         | 1 (2.6%)                          | 6 (13.0%)                      | 11 (7.4%)                 |                 |    |
| b) Attendees tend not to be sanctioned a second time   | 21 (80.8%)  | 33 (91.7%)                       | 33 (84.6%)                        | 39 (84.8%)                     | 127 (85.8%)               |                 |    |
| c) Other   | 9 (34.6%)   | 7 (18.9%)                        | 9 (23.1%)                         | 7 (15.2%)                      | 32 (21.5%)                |                 |    |
| 67. Directors opinions about the likelihood that any of the interventions currently applied to the alcohol abuse problems on college campuses will significantly reduce this problem in the next 10 years: |   |                                  |                                   |                                |                           |                 |    |
| a) Very likely   | 2 (3.6%)  | 3 (3.6%)                         | 3 (4.8%)                          | 8 (9.0%)                       | 17 (5.8%)                 |                 |    |
| b) Somewhat likely   | 35 (63.6%)  | 52 (61.9%)                       | 31 (49.2%)                        | 48 (53.9%)                     | 166 (56.8%)               |                 |    |
| c) Not likely  | 18 (32.7%)  | 29 (34.5%)                       | 29 (46.0%)                        | 33 (37.1%)                     | 109 (37.3%)               |                 |    |
| 68. Schools which Directors think are already experiencing great success with their alcohol programming and interventions:   | Northern Illinois (16), University of Arizona (12), University of Delaware (8), Western Washington University (6), Smith and Hobart (4).          |                                  |                                   |                                |                           |                 |    |
| 69. Percentage of total clientele seen for eating disorders in the past year:  | $\bar{x}$ = 6.5% Range 1-35 $\bar{x}$ = 4.9% Range 0.5-17 $\bar{x}$ = 6.5% Range 0-36 $\bar{x}$ = 5.6% Range .05-20 $\bar{x}$ = 5.7% Range 0-35.7 |                                  |                                   |                                |                           |                 |    |
| 70. Status of eating disorders on campus:  |   |                                  |                                   |                                |                           |                 |    |
| a) The problem seems to be declining   | 6 (11.8%)   | 11 (13.6%)                       | 8 (14.0%)                         | 10 (12.0%)                     | 35 (12.8%)                |                 |    |
| b) The problem is still a significant one but leveling off   | 34 (66.7%)  | 54 (66.7%)                       | 41 (71.9%)                        | 58 (69.9%)                     | 187 (68.5%)               |                 |    |
| c) The problem seems to be increasing  | 11 (21.6%)  | 16 (19.8%)                       | 8 (14.0%)                         | 15 (18.1%)                     | 51 (18.7%)                |                 |    |



|   | <u>Under 2,500</u><br>(n = 61)  | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u>  |
|---|---|----------------------------------|-----------------------------------|--------------------------------|---------------------------|--|
| 71. Diagnostic testing for learning disabilities is:  |   |                                  |                                   |                                |                           |  |
| a) Conducted by the Counseling Center staff   | 7 (11.7%)   | 14 (16.1%)                       | 10 (15.2%)                        | 24 (25.3%)                     | 55 (17.8%)                | Up 9% since 1992.  |
| b) Conducted by the Learning Skills Center staff  | 7 (11.7%)   | 6 (6.9%)                         | 5 (7.6%)                          | 5 (5.3%)                       | 23 (7.4%)                 |  |
| c) Conducted by the Disabled Student Services staff   | 4 (6.7%)  | 7 (8.0%)                         | 7 (10.6%)                         | 22 (23.2%)                     | 40 (12.9%)                |  |
| d) Conducted by an on-campus program other than those listed above  | 3 (5.0%)  | 6 (6.9%)                         | 11 (16.7%)                        | 21 (22.1%)                     | 41 (13.3%)                |  |
| e) Provided by referral to services off campus  | 46 (76.7%)  | 64 (73.6%)                       | 46 (69.7%)                        | 60 (63.2%)                     | 217 (70.2%)               | Up 25% since 1992.   |
| 72. Source of payment for students referred out for LD diagnosis:   |   |                                  |                                   |                                |                           |  |
| a) The student  | 50 (87.7%)  | 70 (89.7%)                       | 57 (95.0%)                        | 82 (93.2%)                     | 260 (91.5%)               |  |
| b) The University   | 4 (7.0%)  | 3 (3.8%)                         | 1 (1.7%)                          | 4 (4.5%)                       | 12 (4.2%)                 |  |
| 73. Typical cost for an LD assessment:  | $\bar{x}$ = \$670 Range 0-4 $\bar{x}$ = \$560 Range 0-1,500 $\bar{x}$ = \$497 Range 0-1,500 $\bar{x}$ = \$535 Range 0-1,500 $\bar{x}$ = \$559 Range \$0-4,000 |                                  |                                   |                                |                           |  |
| 74. Centers with a procedure in place for dealing with Critical Incidents (e.g., a public suicide, multiple deaths in an accident): | 36 (62.1%)  | 55 (63.2%)                       | 46 (71.9%)                        | 76 (80.9%)                     | 214 (70.4%)               |  |
| 75. Centers with staff trained in Critical Incident Stress Management/Debriefing:   | 26 (57.8%)  | 42 (60.9%)                       | 37 (66.1%)                        | 67 (81.7%)                     | 173 (68.4%)               | The majority were suicide-related (73) or student deaths (45). |
| Training provided by:   |   |                                  |                                   |                                |                           |  |
| a) International Critical Incident Stress Foundation  | 3 (10.7%)   | 5 (12.2%)                        | 8 (21.1%)                         | 11 (16.2%)                     | 28 (15.9%)                |  |
| b) Red Cross  | 7 (25.0%)   | 7 (17.1%)                        | 9 (23.7%)                         | 9 (13.2%)                      | 32 (18.2%)                |  |
| c) Our own staff who have received training elsewhere   | 11 (39.3%)  | 23 (56.1%)                       | 16 (42.1%)                        | 35 (51.5%)                     | 85 (48.3%)                |  |
| d) Other  | 7 (25.0%)   | 6 (14.6%)                        | 5 (13.2%)                         | 13 (19.1%)                     | 31 (17.6%)                |  |
| 76. Centers that had to intervene in a critical incident in the past year:  | 15 (25.0%)  | 33 (37.9%)                       | 33 (50.0%)                        | 63 (67.7%)                     | 144 (46.9%)               |  |
| 77. Centers that have a written protocol for how a sexual assault case is handled at the Center:                                    | 31 (51.7%)  | 43 (49.4%)                       | 31 (47.0%)                        | 34 (35.8%)                     | 140 (45.3%)               | Up 22.8% since 1993.   |
| 78. Centers with someone on campus assigned to coordinate services for those who have been sexually assaulted:                      | 34 (57.6%)  | 42 (49.4%)                       | 43 (65.2%)                        | 53 (55.8%)                     | 173 (56.5%)               |  |
| This responsibility has been assigned as:   |   |                                  |                                   |                                |                           |  |
| a) An add-on responsibility to someone with other duties  | 33 (97.1%)  | 36 (85.7%)                       | 36 (83.7%)                        | 28 (58.3%)                     | 133 (79.2%)               |  |
| b) A full time responsibility for one or more persons   | 1 (2.9%)  | 6 (14.3%)                        | 7 (16.3%)                         | 20 (41.7%)                     | 35 (20.8%)                |  |
| 79. Institutions that keep statistics on the number of on-campus sexual assaults each year:   | 57 (95.0%)  | 73 (88.0%)                       | 62 (98.4%)                        | 83 (92.2%)                     | 276 (92.9%)               |  |
| Number of sexual assaults in the past year:   | $\bar{x}$ = 2.7 Range 0-13 $\bar{x}$ = 2.9 Range 0-15 $\bar{x}$ = 4.7 Range 0-19 $\bar{x}$ = 10 Range 0-104 $\bar{x}$ = 5 Range 0-104                         |                                  |                                   |                                |                           |  |

|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS  | 16 |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|---|----|
| 80. Sexual assault statistics are maintained by:  |                         |                           |                            |                         |                    |   |    |
| a) The Campus Police  | 40 (83.3%)              | 58 (81.7%)                | 46 (80.7%)                 | 55 (77.5%)              | 200 (80.6%)        |   |    |
| b) The Sexual Assault Office  | 4 (8.3%)                | 7 (9.9%)                  | 15 (26.3%)                 | 17 (23.9%)              | 44 (17.7%)         |   |    |
| c) The Counseling Center  | 14 (29.2%)              | 22 (31.0%)                | 12 (21.1%)                 | 10 (14.1%)              | 59 (23.8%)         |   |    |
| e) Other  | 9 (18.8%)               | 11 (15.5%)                | 8 (14.0%)                  | 14 (19.7%)              | 42 (16.9%)         |   |    |
| 81. Centers that provide services to individuals not affiliated with the university (e.g. children of faculty, walk-ins from the community, students from other schools): | 6 (10.0%)               | 14 (16.3%)                | 14 (21.2%)                 | 27 (28.7%)              | 61 (19.9%)         | A 16.7% decrease since 1990. Note: 31.3% of these schools will assume legal responsibility. |    |
| 83. Center Directors that have noticed an increase in students with the following problems over the past five years:  |                         |                           |                            |                         |                    |   |    |
| a) Severe psychological problems  | 41 (70.7%)              | 66 (75.9%)                | 50 (76.9%)                 | 67 (72.8%)              | 225 (74.3%)        |   |    |
| b) Sexual assault concerns (on campus)  | 13 (22.4%)              | 20 (23.8%)                | 19 (29.2%)                 | 26 (28.9%)              | 79 (26.5%)         |   |    |
| c) Problems related to earlier sexual abuse   | 18 (30.5%)              | 28 (32.6%)                | 28 (43.1%)                 | 40 (44.9%)              | 115 (38.3%)        |   |    |
| d) Alcohol problems   | 18 (31.6%)              | 32 (38.6%)                | 28 (42.4%)                 | 25 (28.1%)              | 103 (34.8%)        |   |    |
| e) Other illicit drug use   | 16 (28.6%)              | 27 (32.9%)                | 22 (33.8%)                 | 24 (27.0%)              | 89 (30.4%)         |   |    |
| f) Learning disabilities  | 40 (70.2%)              | 62 (72.9%)                | 46 (71.9%)                 | 68 (76.4%)              | 217 (73.3%)        |   |    |
| 84. Centers with obsessive-pursuit cases in the past year:  | 16 (27.6%)              | 28 (32.2%)                | 31 (48.4%)                 | 43 (47.3%)              | 118 (39.2%)        | A total of 100 cases with 13 persons injured and 2 persons killed.                          |    |
| 87. Centers that had to hospitalize a student for psychological reasons in the past year:   | 41 (68.3%)              | 75 (87.2%)                | 55 (84.6%)                 | 84 (88.4%)              | 256 (83.4%)        | A total of 1,081 students, $\bar{x}$ = 5 Range 1 - 30                                       |    |
| 88. Campuses that had an enrolled student suicide in the 98-99 school year:   | 4 (6.8%)                | 8 (9.2%)                  | 26 (40.6%)                 | 46 (51.7%)              | 85 (28.3%)         | A total of 128 students, $\bar{x}$ = 1.7, Range 1 - 6.                                      |    |
| 89. Campuses that had a client suicide in the 98-99 school year   | 3 (5.0%)                | 3 (3.4%)                  | 6 (9.1%)                   | 14 (15.6%)              | 27 (8.9%)          | A total of 33 students, $\bar{x}$ = 1.2, Range 1 - 2.                                       |    |
| 90. Centers that have had legal action taken against them following a client or former client suicide:  | 0 (0.0%)                | 1 (1.1%)                  | 0 (0.0%)                   | 5 (5.3%)                | 6 (1.9%)           | Two were settled out of court, one in favor of the Center, one still in progress.           |    |
| 92. Centers that have had to notify a third party about a potentially suicidal student during the past year:  | 35 (59.3%)              | 58 (69.9%)                | 36 (56.3%)                 | 54 (57.4%)              | 183 (60.8%)        | A total of 480 students, $\bar{x}$ = 3.2, Range 1 - 31.                                     |    |

|   | Under 2,500<br>(n = 61) | 2,500 - 7,500<br>(n = 88) | 7,500 - 15,000<br>(n = 66) | Over 15,000<br>(n = 95) | TOTAL<br>(n = 311) | COMMENTS   |
|---|-------------------------|---------------------------|----------------------------|-------------------------|--------------------|--|
| 93. When a student is a suicidal risk but appropriate for treatment in the Center (as opposed to hospitalization), Centers typically:   |                         |                           |                            |                         |                    |  |
| a) Provide counseling without informing anyone but take usual precautions (contracting, etc.)   | 21 (36.2%)              | 30 (35.3%)                | 31 (48.4%)                 | 50 (54.3%)              | 133 (44.3%)        | Most directors would do a combination of a, b, and c and evaluate on a case by case basis.                       |
| b) Seek client's permission to alert someone in the residence hall, or someone with whom the student resides in order to provide another level of safety but work with client even if he/she does not give permission | 20 (34.5%)              | 36 (42.4%)                | 25 (39.1%)                 | 26 (28.3%)              | 107 (35.7%)        |  |
| c) Notify someone as indicated above, even without client's permission and encourage client to continue in therapy or to seek hospitalization   | 2 (3.4%)                | 8 (9.4%)                  | 5 (7.8%)                   | 6 (6.5%)                | 21 (7.0%)          |  |
| d) Other  | 15 (25.9%)              | 11 (12.9%)                | 3 (4.7%)                   | 10 (10.9%)              | 39 (13.0%)         |  |
| 94. Centers that notify the following without student permission when the student is a suicidal risk:   |                         |                           |                            |                         |                    |  |
| a) No one   | 24 (40.7%)              | 37 (45.1%)                | 31 (48.4%)                 | 46 (50.0%)              | 139 (46.6%)        |  |
| b) Resident Life staff  | 17 (28.8%)              | 30 (36.6%)                | 17 (27.0%)                 | 24 (26.1%)              | 88 (29.6%)         |  |
| c) Family   | 19 (32.2%)              | 25 (30.5%)                | 18 (28.6%)                 | 33 (35.9%)              | 95 (32.0%)         |  |
| d) Vice President   | 17 (28.8%)              | 20 (24.4%)                | 10 (15.9%)                 | 9 (9.8%)                | 56 (18.9%)         |  |
| e) Other  | 8 (13.6%)               | 9 (11.0%)                 | 11 (17.5%)                 | 16 (17.6%)              | 44 (14.9%)         |  |
| 95. Centers that have had to give warning during the past year to a third party about a student who posed a danger to another person:   | 6 (10.0%)               | 10 (11.6%)                | 7 (10.8%)                  | 18 (19.8%)              | 41 (13.5%)         | $\bar{x}=1.3$ Range 1 - 4.   |
| 96. Centers notified (Percentages based on #95):  |                         |                           |                            |                         |                    |  |
| a) Police   | 3 (50.0%)               | 6 (50.0%)                 | 6 (85.7%)                  | 10 (58.8%)              | 25 (59.5%)         |  |
| b) Potential victim   | 4 (66.7%)               | 8 (66.7%)                 | 5 (71.4%)                  | 12 (70.6%)              | 29 (69.0%)         |  |
| c) Other  | 3 (50.0%)               | 2 (16.7%)                 | 0 (0.0%)                   | 4 (23.5%)               | 9 (21.4%)          |  |
| 97. Centers that have seen one or more HIV positive clients within the past year:   | 7 (11.9%)               | 14 (16.3%)                | 21 (35.6%)                 | 40 (44.9%)              | 83 (28.2%)         | A total of 108 HIV positive students seen, $\bar{x}=2$ Range 1 - 8.  |
| 98. Directors who felt that any of these HIV positive clients posed a risk to any third party:  | 0 (0.0%)                | 1 (6.3%)                  | 2 (10.5%)                  | 5 (12.5%)               | 8 (9.8%)           | Only one Director gave warning this year.  |
| 99. How Directors would generally handle a situation when an HIV positive client states that he/she has not informed his/her partner of the health situation:   |                         |                           |                            |                         |                    |  |
| a) Would take no action   | 1 (1.9%)                | 1 (1.3%)                  | 0 (0.0%)                   | 2 (2.2%)                | 4 (1.4%)           | Directors selecting option (b) is down 5.7% since 1997 and Directors selecting option (c) is up 3.8% since 1997. |
| b) Would encourage disclosure but otherwise take no action  | 27 (50.9%)              | 33 (44.0%)                | 33 (57.9%)                 | 54 (60.0%)              | 147 (53.3%)        |  |
| c) Would inform the client that if he/she did not inform partner that you would be ethically bound to do so   | 20 (37.7%)              | 33 (44.0%)                | 18 (31.6%)                 | 29 (32.2%)              | 101 (36.6%)        |  |
| d) Other  | 5 (9.4%)                | 8 (10.7%)                 | 6 (10.5%)                  | 5 (5.6%)                | 24 (8.7%)          |  |

Under 2,500  
(n = 61)

2,500 - 7,500  
(n = 88)

7,500 - 15,000  
(n = 66)

Over 15,000  
(n = 95)

TOTAL  
(n = 311)

COMMENTS

18

100. For a list of recommended professional development videotapes, see **Appendix C**.

101. For a list of innovative programs, see **Appendix D**.

102. Directors that have noted a difference in violent incidents involving students:

|   |            |            |            |            |             |
|---|------------|------------|------------|------------|-------------|
| a) Noticed an increase over last five years | 19 (31.7%) | 35 (40.7%) | 27 (43.5%) | 42 (44.7%) | 124 (40.9%) |
| b) Remained the same over last five years   | 39 (65.0%) | 48 (55.8%) | 34 (54.8%) | 48 (51.1%) | 169 (55.8%) |
| c) Noticed decrease over last five years    | 2 (3.3%)   | 3 (3.5%)   | 1 (1.6%)   | 4 (4.3%)   | 10 (3.3%)   |

103. Centers that invited a consultant to their Center:

|            |            |            |            |             |
|------------|------------|------------|------------|-------------|
| 15 (25.4%) | 25 (29.4%) | 20 (31.7%) | 41 (44.6%) | 101 (33.7%) |
|------------|------------|------------|------------|-------------|

104. Reason for the consultant's visit:

|   |           |            |            |            |            |
|---|-----------|------------|------------|------------|------------|
| a) Pre-accreditation consult                    | 0 (0.0%)  | 0 (0.0%)   | 0 (0.0%)   | 3 (6.8%)   | 3 (2.8%)   |
| b) Assessment of services                       | 3 (20.0%) | 3 (11.5%)  | 1 (4.8%)   | 5 (11.4%)  | 12 (11.3%) |
| c) To improve staff skills in a particular area | 9 (60.0%) | 23 (88.5%) | 14 (66.7%) | 33 (75.0%) | 79 (74.5%) |
| d) To resolve staff conflict                    | 0 (0.0%)  | 3 (11.5%)  | 0 (0.0%)   | 3 (6.8%)   | 6 (5.7%)   |

105. Centers that provide half a day or more per week to counselors for private consulting work:

|          |          |            |           |            |
|----------|----------|------------|-----------|------------|
| 2 (3.8%) | 8 (9.5%) | 11 (17.2%) | 9 (10.0%) | 30 (10.3%) |
|----------|----------|------------|-----------|------------|

106. Center policies on limiting the number of sessions per client:

|                                |            |            |            |            |             |
|--------------------------------|------------|------------|------------|------------|-------------|
| a) Limit of 5 sessions or less | 0 (0.0%)   | 2 (2.3%)   | 0 (0.0%)   | 1 (1.1%)   | 3 (1.0%)    |
| b) Limit of 6-10 sessions      | 10 (16.7%) | 19 (22.1%) | 12 (18.8%) | 22 (23.7%) | 63 (20.7%)  |
| c) Limit of 11-15 sessions     | 7 (11.7%)  | 14 (16.3%) | 15 (23.4%) | 31 (33.3%) | 67 (22.0%)  |
| d) Limit of 16-20 sessions     | 3 (5.0%)   | 5 (5.8%)   | 5 (7.8%)   | 6 (6.5%)   | 19 (6.3%)   |
| e) No limit                    | 40 (66.7%) | 46 (53.5%) | 32 (50.0%) | 33 (35.5%) | 152 (50.0%) |

107. Centers make exceptions to their session limit policy:

|                     |            |            |            |            |            |
|---------------------|------------|------------|------------|------------|------------|
| a) Frequently       | 9 (33.3%)  | 19 (40.4%) | 15 (35.7%) | 23 (31.5%) | 66 (34.9%) |
| b) Rarely           | 11 (40.7%) | 19 (40.4%) | 19 (45.2%) | 40 (54.8%) | 89 (47.1%) |
| c) No               | 0 (0.0%)   | 3 (6.4%)   | 0 (0.0%)   | 0 (0.0%)   | 3 (1.6%)   |
| d) No session limit | 7 (25.9%)  | 6 (12.8%)  | 8 (19.0%)  | 10 (13.7%) | 31 (16.4%) |

108. The average number of sessions per client:

|                            |                            |                              |                            |                            |
|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|
| $\bar{x}$ = 5.4 Range 1-12 | $\bar{x}$ = 4.9 Range 2-10 | $\bar{x}$ = 5.5 Range 1.5-14 | $\bar{x}$ = 5.3 Range 1-13 | $\bar{x}$ = 5.3 Range 1-14 |
|----------------------------|----------------------------|------------------------------|----------------------------|----------------------------|

There was virtually no difference in average # number of sessions between Centers that have a session limit and those that do not.

109. Center policies regarding students who appear, at intake, to need therapy for more than six months:

|  |            |            |            |            |             |
|--|------------|------------|------------|------------|-------------|
| a) Commit to as many of these students as possible while staff time is available | 31 (53.4%) | 47 (55.3%) | 30 (46.9%) | 26 (27.7%) | 134 (44.4%) |
| b) Immediately refer most out, keeping a few for training purposes               | 5 (8.6%)   | 8 (9.4%)   | 12 (18.8%) | 24 (25.5%) | 49 (16.2%)  |
| c) Immediately refer all such students out                                       | 6 (10.3%)  | 9 (10.6%)  | 5 (7.8%)   | 7 (7.4%)   | 28 (9.3%)   |
| d) Allow students to be seen for limited number of sessions, then refer out      | 8 (13.8%)  | 13 (15.3%) | 7 (10.9%)  | 24 (25.5%) | 52 (17.2%)  |
| e) Other   | 8 (13.8%)  | 8 (9.4%)   | 10 (15.6%) | 13 (13.8%) | 39 (12.9%)  |

|   | <u>Under 2,500</u><br>(n = 61) | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u> |
|---|--------------------------------|----------------------------------|-----------------------------------|--------------------------------|---------------------------|-----------------|
| 110. Centers with a policy that states that the Center reserves the right to decline treatment to any student who seems to have problems that cannot be properly handled in the Center: | 32 (56.1%)                     | 47 (54.7%)                       | 48 (76.2%)                        | 56 (60.9%)                     | 184 (61.5%)               |                 |
| 111. Centers utilizing the following types of outcomes assessment (Director's checked all that applied):  |                                |                                  |                                   |                                |                           |                 |
| a) General student evaluation forms   | 41 (77.4%)                     | 72 (82.3%)                       | 53 (85.5%)                        | 79 (86.8%)                     | 246 (86.3%)               |                 |
| b) Pre and Post testing   | 3 (5.7%)                       | 16 (20.5%)                       | 11 (17.7%)                        | 18 (19.8%)                     | 48 (16.8%)                |                 |
| c) Post therapy assessment of goal attainment   | 9 (17.0%)                      | 19 (24.4%)                       | 17 (27.4%)                        | 12 (13.2%)                     | 57 (20.0%)                |                 |
| d) Other  | 7 (13.2%)                      | 3 (3.8%)                         | 7 (11.3%)                         | 10 (11.0%)                     | 27 (9.5%)                 |                 |
| 112. Approximate percentage of positive ratings Centers receive for counseling staff:   |                                |                                  |                                   |                                |                           |                 |
| a) Above 90%  | 34 (70.8%)                     | 59 (76.6%)                       | 39 (62.9%)                        | 69 (76.7%)                     | 201 (72.3%)               |                 |
| b) 85-89%   | 9 (18.8%)                      | 17 (22.1%)                       | 20 (32.3%)                        | 17 (18.9%)                     | 64 (23.0%)                |                 |
| c) 80-84%   | 2 (4.2%)                       | 1 (1.3%)                         | 2 (3.2%)                          | 4 (4.4%)                       | 9 (3.2%)                  |                 |
| d) 79% and below  | 3 (6.3%)                       | 0 (0.0%)                         | 1 (1.6%)                          | 0 (0.0%)                       | 4 (1.5%)                  |                 |
| 113. Center methods for obtaining student evaluations of therapy:   |                                |                                  |                                   |                                |                           |                 |
| a) Send evaluation forms to a sample (say 10%) and follow up until you get a high percentage return   | 1 (2.0%)                       | 2 (2.6%)                         | 2 (3.3%)                          | 9 (9.9%)                       | 14 (5.0%)                 |                 |
| b) Send evaluation forms to all clients and accept whatever response rate you get   | 22 (44.9%)                     | 28 (35.9%)                       | 18 (29.5%)                        | 24 (26.4%)                     | 92 (32.9%)                |                 |
| c) Evaluation forms distributed by secretary at end of therapy  | 5 (10.2%)                      | 16 (20.5%)                       | 11 (18.0%)                        | 13 (14.3%)                     | 45 (16.1%)                |                 |
| d) Evaluation forms distributed by counselor at end of therapy  | 9 (18.4%)                      | 20 (25.6%)                       | 13 (21.3%)                        | 20 (22.0%)                     | 62 (22.1%)                |                 |
| e) Evaluation forms distributed for a specified period of time each semester  | 13 (26.5%)                     | 35 (44.9%)                       | 31 (50.8%)                        | 45 (49.5%)                     | 125 (44.6%)               |                 |
| f) Other  | 9 (18.4%)                      | 4 (5.1%)                         | 4 (6.6%)                          | 10 (11.0%)                     | 27 (9.6%)                 |                 |
| 114. Directors that have received a copy of past results of this Survey:  | 46 (83.6%)                     | 71 (89.9%)                       | 61 (100.0%)                       | 86 (96.6%)                     | 265 (93.0%)               |                 |

|  | <u>Under 2,500</u><br>(n = 61) | <u>2,500 - 7,500</u><br>(n = 88) | <u>7,500 - 15,000</u><br>(n = 66) | <u>Over 15,000</u><br>(n = 95) | <u>TOTAL</u><br>(n = 311) | <u>COMMENTS</u>   |
|--|--------------------------------|----------------------------------|-----------------------------------|--------------------------------|---------------------------|---|
| <b>115. Directors have used past copies of this Survey:</b>  |                                |                                  |                                   |                                |                           |   |
| a) For their own information   | 40 (80.0%)                     | 68 (93.2%)                       | 54 (87.1%)                        | 78 (89.7%)                     | 241 (88.3%)               |   |
| b) Distributed to staff  | 26 (52.0%)                     | 49 (67.1%)                       | 44 (71.0%)                        | 46 (52.9%)                     | 166 (60.8%)               |   |
| c) Shared data at a staff meeting  | 26 (52.0%)                     | 56 (76.7%)                       | 45 (72.6%)                        | 63 (72.4%)                     | 191 (70.0%)               |   |
| d) Shared with others on campus  | 23 (46.0%)                     | 32 (43.8%)                       | 32 (51.6%)                        | 30 (34.5%)                     | 117 (42.9%)               |   |
| e) Shared data with their boss   | 34 (68.0%)                     | 50 (68.5%)                       | 46 (74.2%)                        | 67 (77.0%)                     | 198 (72.5%)               |   |
| f) Quoted data in professional writing   | 8 (16.0%)                      | 13 (17.8%)                       | 9 (14.5%)                         | 14 (16.1%)                     | 44 (16.1%)                |   |
| g) Quoted data for in-house or institutional reports   | 25 (50.0%)                     | 35 (47.9%)                       | 40 (64.5%)                        | 42 (48.3%)                     | 143 (52.4%)               |   |
| h) Used directory to contact other directors   | 17 (34.0%)                     | 16 (21.9%)                       | 16 (25.8%)                        | 31 (35.6%)                     | 80 (29.3%)                |   |
| i) Used data to support a request for new resources  | 18 (36.0%)                     | 27 (37.0%)                       | 31 (50.0%)                        | 39 (44.8%)                     | 115 (42.1%)               |   |
| j) Followed-up with another director who shared information in the survey                                  | 10 (20.0%)                     | 8 (11.0%)                        | 6 (9.7%)                          | 12 (13.8%)                     | 36 (13.2%)                |   |
| k) Generated a new program in their Center which was stimulated by ideas shared in the survey              | 4 (8.0%)                       | 12 (16.4%)                       | 9 (14.5%)                         | 10 (11.5%)                     | 35 (12.8%)                |   |
| l) Followed-up on leads for videotapes, books, etc. that were recommended by other directors in the survey | 9 (18.0%)                      | 9 (12.3%)                        | 11 (17.7%)                        | 8 (9.2%)                       | 37 (13.6%)                |   |
| m) Other   | 1 (2.0%)                       | 0 (0.0%)                         | 1 (1.6%)                          | 3 (3.4%)                       | 5 (1.8%)                  |   |
| <b>116. Centers that are IACS accredited:</b>  | 3 (5.0%)                       | 17 (19.8%)                       | 26 (40.0%)                        | 51 (54.8%)                     | 97 (31.8%)                |   |
| <b>117. Benefits of IACS accreditation:</b>  |                                |                                  |                                   |                                |                           |   |
| a) Increases status and credibility of Center on campus  | 1 (100.0%)                     | 13 (81.3%)                       | 24 (92.3%)                        | 43 (84.3%)                     | 81 (86.2%)                | Directors listed the following disadvantages to IACS accreditation: cost (42), time (7), poor feedback (3), no benefit (2). |
| b) Supports requests for new resources   | 1 (100.0%)                     | 7 (43.8%)                        | 17 (65.4%)                        | 27 (52.9%)                     | 52 (55.3%)                |   |
| c) Supports requests for new staff positions and salary increases  | 1 (100.0%)                     | 3 (18.8%)                        | 16 (61.5%)                        | 19 (37.3%)                     | 39 (41.5%)                |   |
| d) The valuable feedback generated by an outside review and evaluation                                     | 1 (100.0%)                     | 12 (75.0%)                       | 20 (76.9%)                        | 42 (82.4%)                     | 75 (79.8%)                |   |
| e) Helps us to maintain professional standards   | 1 (100.0%)                     | 16 (100.0%)                      | 24 (92.3%)                        | 43 (84.3%)                     | 84 (89.4%)                |   |
| f) Accreditation is respected by administrators  | 1 (100.0%)                     | 13 (81.3%)                       | 22 (84.6%)                        | 36 (70.6%)                     | 72 (76.6%)                |   |
| g) Generates new ideas   | 1 (100.0%)                     | 7 (43.8%)                        | 10 (40.0%)                        | 28 (54.9%)                     | 46 (49.5%)                |   |
| h) Other   | 1 (100.0%)                     | 1 (6.3%)                         | 1 (4.2%)                          | 1 (2.0%)                       | 3 (3.3%)                  |   |



## APPENDIX A

### Ethical Questions Encountered by Counseling Center Directors in the Past Year (Question # 17)

#### Confidentiality/Release of Information Issues

- Is it appropriate for me to read a letter seized by residence life staff that was written by a student who had made a suicidal gesture? The letter was presented to counseling staff after crisis had passed and student was receiving professional help off-campus.
- How do we deal with confidentiality when counseling center records are combined with the medical file?
- Is it appropriate to grant requests regarding information about a former client (with signed release) to the Peace Corps. or other federal agencies?
- We have information that could negatively influence a client's acceptance to the bar. When the bar requests information, how should we respond to both client and bar?
- Is it appropriate to release detailed information to the Dean after a student's involuntary medical withdrawal?
- Student reported that in the recent past he had sexual fantasies about a disabled client with whom he worked in a group home. He stated the fantasies were now in control. Should we report this in a state that requires mandatory reporting when vulnerable populations are at risk?
- Would you inform the international student advisor that a foreign student had been hospitalized (for paranoid schizophrenia) even though student did not want anyone to know?
- Under what conditions is it appropriate to release file information to administration, residence hall staff or parents regarding suicidality, suicide or accidental death?
- Are we required to obtain parental consent before providing counseling to students under 18 years of age?
- A pregnant student on potent psychotropic medication did not inform her psychiatrist of her pregnancy. She told her Residence Director, who then told a staff person. Would you share critical information without a signed release when the client did not volunteer the information herself?
- What do you do when a staff member realizes that a mother and son are her clients and neither one knows?
- How do you handle the issue of confidentiality when your center relies on student workers to check in student clients and schedule appointments?
- We feel information about sexual assault cases is confidential. Is it ethical to report these cases to the university counsel?
- How do you proceed after one person agreed to release of information from partner counseling and the other refused?

**Dual Relationship/Conflict of Interest Issues**

- How do others handle dual relationships? In a small school, rural setting, I teach two courses. Sometimes students taking my class request services from me or sometimes students who have been my clients register for my class.
- What choices do I have when I am placed as a point person to the press in a situation where I also worked with the perpetrator?

**Clinical Issues**

- How can we deny services to a student who has more pathology than we can handle? An example was an eating disordered client whose health had deteriorated beyond the reasonable or ethical standard of care given by an eating disorder team. Would you continue to see the student?
- A student with PTSD, chronically suicidal, abused by parents, needed to be hospitalized and wouldn't let us call parents. (She was also an International Student.) Once hospitalized, parents were contacted and the hospital inadvertently let parents see treatment records! I subsequently had to hospitalize her twice. She returned in the Spring after a leave of absence. Ethical dilemma was whether to see her at all at our Center but I decided to since I was the only person she seemed to develop rapport with and she had terrible experiences in the hospital. In general, I would refer her out, but what policy do centers follow for students without resources or support?
- A homicidal client was referred to the local hospital's ER because of insurance coverage. He was triaged and released. What is our responsibility?
- A student who exhibits psychotic behavior refuses assessment but wants academic adjustments under ADA and support to NOT attend class. What should be done?

**Legal**

- What is our responsibility when a client reports that she is selling drugs?
- Do we refuse to see a client who refuses to give his name?
- Parents demanded return of fee for assessment of their child because they disliked the results. Money was returned. Was this the correct response?
- I was asked to surrender records of a deceased client to the medical examiner's office. Medical examiner claimed the right in VA statute. I denied and was threatened with jail and obstruction of justice. Should I have complied?

**Staff Issues**

- We have an impaired trainee clinician. How do we decide how much to curtail clinical practice?
- I'm aware that a staff counselor (not the intern's supervisor) is having an affair with an intern. Is this a breach of ethical standards?
- What do you do when you receive information from another source at the university that an intern applicant has psychological problems?



- A post-doctoral fellow, whose fellowship was not renewed for a second year, is suspected of taking/destroying more than 15 client charts. Should we report our suspicions to APA?
- As director, how do you handle the problem when a staff member is accused of sexual improprieties by a student and denies it?

#### **System Issues/ Protocol**

- What is our responsibility when faculty & staff call the counseling center regarding a severely eating disordered student (anorexia) with the expectation that the counseling center will contact student and intervene?
- Can we collaborate with Student Health with concerns about mutual clients without signed consent?
- How should we handle a difference of opinion in alerting administration about a student with potentially disruptive issues?

#### **Child Abuse/Mandated Reporting**

- Would you report the possible abuse of younger, minor siblings of client against the client's wishes? Under the state law here, counselor is a permissive, but not mandatory, reporter.

**APPENDIX B**  
**NEW HIRE TOTAL SALARY DATA**

|  | <u>Minority Male</u> | <u>Minority Female</u> | <u>Caucasian Male</u> | <u>Caucasian Female</u> | <u>TOTAL</u>                |
|--|----------------------|------------------------|-----------------------|-------------------------|-----------------------------|
| a) Director  | 63,000 n=1           | 52,000 n=2             | 61,667 n=6            | 54,709 n=11             | 56,940 Range 32-87K (n=20)  |
| b) Training Director   | n/a                  | 48,000 n=1             | 48,000 n=2            | 60,400 n=3              | 54,200 Range 40-75K (n=6)   |
| c) Assistant or Associate Director                               | n/a                  | 40,000 n=1             | 47,166 n=3            | 39,333 n=3              | 42,786 Range 30-55K (n=7)   |
| d) Counselor with Ph.D. & exp.                                   | 43,300 n=5           | 48,600 n=5             | 41,040 n=15           | 41,228 n=21             | 42,523 Range 33-66K (n=41)  |
| e) Counselor with new doctorate                                  | 41,000 n=1           | 39,728 n=14            | 38,572 n=11           | 39,142 n=21             | 39,067 Range 30-48K (n=44)  |
| f) Counselor who is A.B.D.                                       | 42,250 n=2           | 37,875 n=4             | 37,000 n=3            | 32,533 n=6              | 35,157 Range 30-50K (n=14)  |
| g) Counselor with M.A. & exp.                                    | 30,000 n=1           | 40,000 n=1             | 34,100 n=5            | 33,703 n=13             | 33,932 Range 24-50K (n=20)  |
| h) Counselor with new M.A.                                       | 30,000 n=1           | 38,200 n=2             | n/a                   | 29,485 n=7              | 30,155 Range 25-41K (n=9)   |
| i) Counselor with M.S.W. & exp.                                  | n/a                  | 42,000 n=2             | 34,793 n=6            | 36,814 n=8              | 36,109 Range 28-51K (n=13)  |
| j) Counselor with new M.S.W.                                     | n/a                  | 44,600 n=1             | n/a                   | 29,150 n=2              | 34,300 Range 21-45K (n=3)   |
| k) Counselor with BA   | n/a                  | n/a                    | n/a                   | n/a                     | n/a                         |
| l) Psychiatrist/M.D. (annual salary)                             | n/a                  | n/a                    | 84,000 n=1            | n/a                     | 84,000 (n=1)                |
| m) Psychiatrist/M.D. (hourly rate)                               | n/a                  | n/a                    | 92.50 n=4             | 72.00 n=6               | 81.00 Range 50-125.00 (n=9) |
| n) Other (e.g. Post Doc, Nurse<br>Practitioner, Network Analyst) | 15,900 n=2           | n/a                    | 27,214 n=3            | 38,100 n=8              | 32,703 Range 6-90K (n=12)   |

### NEW HIRE SALARY DATA BY SCHOOL SIZE

#### SIZE 1 (Under 2,500)

|                                       |                          |
|---------------------------------------|--------------------------|
| a) Director                           | \$51,614 R: 40-64K (n=7) |
| b) Training Director                  | n/a                      |
| c) Assistant or Associate Director    | 30,000 (n=1)             |
| d) Counselor with Ph.D. & Experience  | n/a                      |
| e) Counselor with new doctorate       | 42,537 R: 32-48K (n=5)   |
| f) Counselor who is A.B.D.            | 34,500 R: 32-37K (n=2)   |
| g) Counselor with M.A. & experience   | 38,333 R: 30-50K (n=3)   |
| h) Counselor with new M.A.            | 33,000 (n=1)             |
| i) Counselor with M.S.W. & experience | 41,000 (n=1)             |
| j) Counselor with new M.S.W.          | 44,600 (n=1)             |
| k) Counselor with BA                  | n/a                      |
| l) Psychiatrist/M.D. (annual salary)  | n/a                      |
| m) Psychiatrist/M.D. (hourly rate)    | 80.00 R: 50-110 (n=2)    |

#### SIZE 2 (2,500-7,500)

|                                       |                        |
|---------------------------------------|------------------------|
| a) Director                           | 51,214 R: 32-64K (n=7) |
| b) Training Director                  | 47,100 R: 46-48K (n=2) |
| c) Assistant or Associate Director    | 36,750 R: 34-40K (n=2) |
| d) Counselor with Ph.D. & Experience  | 47,571 R: 42-66K (n=7) |
| e) Counselor with new doctorate       | 41,411 R: 38-48K (n=9) |
| f) Counselor who is A.B.D.            | 33,733 R: 31-38K (n=3) |
| g) Counselor with M.A. & experience   | 31,166 R: 27-35K (n=6) |
| h) Counselor with new M.A.            | 41,400 (n=1)           |
| i) Counselor with M.S.W. & experience | 32,500 R: 28-37K (n=3) |
| j) Counselor with new M.S.W.          | n/a                    |
| k) Counselor with BA                  | n/a                    |
| l) Psychiatrist/M.D. (annual salary)  | n/a                    |
| m) Psychiatrist/M.D. (hourly rate)    | n/a                    |

#### Size 3 (7,500-15,000)

|                                       |                         |
|---------------------------------------|-------------------------|
| a) Director                           | 70,000 R: 43-87K (n=3)  |
| b) Training Director                  | 57,000 R: 40-75K (n=3)  |
| c) Assistant or Associate Director    | 51,500 R: 50-53K (n=2)  |
| d) Counselor with Ph.D. & Experience  | 43,166 R: 34-60K (n=9)  |
| e) Counselor with new doctorate       | 36,545 R: 30-46K (n=11) |
| f) Counselor who is A.B.D.            | 34,667 R: 31-42K (n=3)  |
| g) Counselor with M.A. & experience   | 35,800 R: 30-44K (n=5)  |
| h) Counselor with new M.A.            | 28,200 R: 25-35K (n=5)  |
| i) Counselor with M.S.W. & experience | 31,667 R: 30-33K (n=3)  |
| j) Counselor with new M.S.W.          | n/a                     |
| k) Counselor with BA                  | n/a                     |
| l) Psychiatrist/M.D. (annual salary)  | n/a                     |
| m) Psychiatrist/M.D. (hourly rate)    | 92.00 R: 52-125 (n=3)   |

#### Size 4 (Over 15,000)

|                                       |                         |
|---------------------------------------|-------------------------|
| a) Director                           | 69,667 R: 57-77K (n=3)  |
| b) Training Director                  | 60,000 (n=1)            |
| c) Assistant or Associate Director    | 46,500 R: 38-55K (n=2)  |
| d) Counselor with Ph.D. & Experience  | 40,878 R: 33-64K (n=25) |
| e) Counselor with new doctorate       | 38,505 R: 34-46K (n=19) |
| f) Counselor who is A.B.D.            | 36,333 R: 30-50K (n=6)  |
| g) Counselor with M.A. & experience   | 32,941 R: 24-40K (n=6)  |
| h) Counselor with new M.A.            | 28,000 R: 25-31K (n=2)  |
| i) Counselor with M.S.W. & experience | 39,320 R: 33-51K (n=6)  |
| j) Counselor with new M.S.W.          | 29,150 R: 21-37K (n=2)  |
| k) Counselor with BA                  | n/a                     |
| l) Psychiatrist/M.D. (annual salary)  | 84,000 (n=1)            |
| m) Psychiatrist/M.D. (hourly rate)    | 73.00 R: 60-90 (n=4)    |

### APPENDIX C SALARY DATA

Average salary paid to professional staff according to number of years in the position.

|  | <u>1-3 years in position</u>   | <u>4-6 years in position</u>   | <u>7-9 years in position</u> |
|--|--------------------------------|--------------------------------|------------------------------|
| a) Director  | 55,555 Range 27-107K (n=70)    | 57,981 Range 32-95K (n=47)     | 60,930 Range 30-102K (n=45)  |
| b) Training Director                                   | 47,907 Range 36-63K (n=25)     | 47,039 Range 32-66K (n=13)     | 49,193 Range 39-60K (n=18)   |
| c) Assistant or Associate Director                     | 46,626 Range 30-70K (n=30)     | 46,378 Range 36-64K (n=30)     | 51,593 Range 37-67K (n=22)   |
| d) Counselor with Ph.D.                                | 40,421 Range 26-67K (n=108)    | 44,228 Range 32-70K (n=73)     | 48,308 Range 28-74K (n=51)   |
| e) Counselor who is A.B.D.                             | 35,850 Range 29-49K (n=12)     | 34,037 Range 14-44K (n=8)      | n/a                          |
| f) Counselor with M.A.                                 | 32,600 Range 21-63K (n=53)     | 36,230 Range 24-65K (n=39)     | 37,540 Range 24-62K (n=38)   |
| g) Counselor with M.S.W.                               | 35,353 Range 27-50K (n=21)     | 37,930 Range 26-52K (n=14)     | 39,476 Range 27-54K (n=21)   |
| h) Counselor with BA                                   | n/a                            | 38,000 (n=1)                   | n/a                          |
| i) Psychiatrist/M.D. (annual salary)                   | 109,000 Range 92-130K (n=4)    | 91,375 Range 65-110K (n=4)     | 115,000 Range 100-135K (n=3) |
| j) Psychiatrist/M.D. (hourly rate)                     | 88.00 Range 40-125.00 (n=27)   | 92.00 Range 52-150.00 (n=4)    | 87.00 Range 59-115.00 (n=6)  |
| k) Other (e.g. Post Doc, AOD Counselor, Nurse Pract. ) | 31,333 Range 18-100K (n=12)    | n/a                            | 30,228 Range 26-33K (n=3)    |
|  | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
| a) Director  | 62,956 Range 30-100K (n=37)    | 64,879 Range 36-97K (n=22)     | 72,626 Range 40-109K (n=73)  |
| b) Training Director                                   | 60,854 Range 46-84K (n=11)     | 59,333 Range 48-74K (n=3)      | 65,434 Range 50-86K (n=22)   |
| c) Assistant or Associate Director                     | 54,551 Range 36-73K (n=14)     | 58,040 Range 43-77K (n=10)     | 55,168 Range 38-86K (n=25)   |
| d) Counselor with Ph.D.                                | 51,087 Range 33-85K (n=38)     | 54,860 Range 44-95K (n=16)     | 58,990 Range 40-90K (n=34)   |
| e) Counselor who is A.B.D.                             | 46,375 Range 34-60K (n=4)      | n/a                            | 47,333 Range 34-58K (n=3)    |
| f) Counselor with M.A.                                 | 40,495 Range 27-70K (n=32)     | 44,363 Range 28-74K (n=11)     | 44,957 Range 27-70K (n=30)   |
| g) Counselor with M.S.W.                               | 45,240 Range 36-60K (n=12)     | 40,919 Range 40-42K (n=2)      | 51,617 Range 34-72K (n=11)   |
| h) Counselor with BA                                   | 29,000 (n=1)                   | n/a                            | 47,000 (n=1)                 |
| i) Psychiatrist/M.D. (annual salary)                   | 103,200 Range 63-121K (n=4)    | 119,000 (n=1)                  | 88,630 Range 53-110K (n=4)   |
| j) Psychiatrist/M.D. (hourly rate)                     | 104.00 Range 59-175.00 (n=9)   | 70.00 (n=1)                    | 87.00 Range 62-120.00 (n=5)  |
| k) Other   | 68,333 Range 55-90K (n=3)      | n/a                            | 22,733 Range 5-42K (n=3)     |

## SALARY DATA

### Size 1 (Under 2,500):

|   | <u>1-3 years in position</u> | <u>4-6 years in position</u> | <u>7-9 years in position</u> |
|---|------------------------------|------------------------------|------------------------------|
| a) Director   | 42,000 Range 27-64K (n=15)   | 49,230 Range 32-72K (n=12)   | 53,667 Range 30-79K (n=12)   |
| b) Training Director                                  | 44,667 (n=1)                 | n/a                          | 50,000 (n=1)                 |
| c) Assistant or Associate Director                    | 30,500 (n=1)                 | 44,900 Range 36-59K (n=3)    | n/a                          |
| d) Counselor with Ph.D.                               | 41,745 Range 33-67K (n=7)    | 48,000 (n=1)                 | n/a                          |
| e) Counselor who is A.B.D.                            | 41,000 (n=1)                 | 44,000 (n=1)                 | n/a                          |
| f) Counselor with M.A.                                | 32,231 Range 23-62K (n=14)   | 32,536 Range 24-41K (n=5)    | 34,691 Range 25-42K (n=8)    |
| g) Counselor with M.S.W.                              | 37,720 Range 27-50K (n=5)    | 46,000 Range 40-52K (n=2)    | 44,000 (n=1)                 |
| h) Counselor with BA                                  | n/a                          | n/a                          | n/a                          |
| i) Psychiatrist/M.D. (annual salary)                  | n/a                          | 65,000 (n=1)                 | 110,000 (n=1)                |
| j) Psychiatrist/M.D. (hourly rate)                    | 96.00 Range 75-110 (n=4)     | n/a                          | n/a                          |
| k) Other (e.g. Post Doc, AOD Counselor, Nurse Pract.) | 30,000 Range 24-36K (n=2)    | n/a                          | n/a                          |

|                                      | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
|--------------------------------------|--------------------------------|--------------------------------|------------------------------|
| a) Director                          | 50,655 Range 30-82K (n=9)      | 56,050 Range 36-78K (n=6)      | 56,967 Range 40-72K (n=12)   |
| b) Training Director                 | n/a                            | n/a                            | n/a                          |
| c) Assistant or Associate Director   | 36,316 (n=1)                   | n/a                            | 43,900 Range 38-48K (n=3)    |
| d) Counselor with Ph.D.              | n/a                            | 59,549 Range 48-71K (n=2)      | 47,398 (n=1)                 |
| e) Counselor who is A.B.D.           | n/a                            | n/a                            | n/a                          |
| f) Counselor with M.A.               | 40,416 Range 33-70K (n=6)      | 35,000 Range 35-35K (n=2)      | 36,000 Range 33-40K (n=3)    |
| g) Counselor with M.S.W.             | 36,125 (n=1)                   | n/a                            | 47,338 Range 34-65K (n=3)    |
| h) Counselor with BA                 | n/a                            | n/a                            | n/a                          |
| i) Psychiatrist/M.D. (annual salary) | n/a                            | n/a                            | n/a                          |
| j) Psychiatrist/M.D. (hourly rate)   | 175.00 (n=1)                   | n/a                            | 95.00 (n=1)                  |
| k) Other                             | n/a                            | n/a                            | n/a                          |

**SALARY DATA****Size 2 (2,500 - 7,500):**

|   | <b><u>1-3 years in position</u></b> | <b><u>4-6 years in position</u></b> | <b><u>7-9 years in position</u></b> |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| a) Director   | 53,133 Range 32-72K (n=15)          | 54,223 Range 36-95K (n=13)          | 57,161 Range 40-96K (n=15)          |
| b) Training Director                                  | 45,733 Range 43-48K (n=3)           | 40,500 Range 40-41K (n=2)           | 53,700 Range 47-60K (n=2)           |
| c) Assistant or Associate Director                    | 37,500 Range 30-48K (n=5)           | 43,183 Range 36-58K (n=8)           | 48,521 Range 37-57K (n=8)           |
| d) Counselor with Ph.D.                               | 41,904 Range 30-52K (n=24)          | 47,147 Range 35-70K (n=16)          | 53,600 Range 40-74K (n=10)          |
| e) Counselor who is A.B.D.                            | 32,733 Range 29-38K (n=3)           | 23,500 Range 14-33K (n=2)           | n/a                                 |
| f) Counselor with M.A.                                | 30,425 Range 23-41K (n=8)           | 34,637 Range 29-42K (n=16)          | 39,550 Range 30-54K (n=10)          |
| g) Counselor with M.S.W.                              | 30,625 Range 28-33K (n=4)           | 35,333 Range 34-36K (n=3)           | 45,500 Range 40-54K (n=5)           |
| h) Counselor with BA                                  | n/a                                 | 38,000 (n=1)                        | n/a                                 |
| i) Psychiatrist/M.D. (annual salary)                  | n/a                                 | n/a                                 | n/a                                 |
| j) Psychiatrist/M.D. (hourly rate)                    | 111.00 Range 100-125 (n=4)          | n/a                                 | 92.00 Range 69-115 (n=2)            |
| k) Other (e.g. Post Doc, AOD Counselor, Nurse Pract.) | 43,250 Range 18-100K (n=4)          | n/a                                 | n/a                                 |

|                                      | <b><u>10-12 years in position</u></b> | <b><u>13-15 years in position</u></b> | <b><u>15+ years in position</u></b> |
|--------------------------------------|---------------------------------------|---------------------------------------|-------------------------------------|
| a) Director                          | 62,430 Range 43-96K (n=13)            | 65,375 Range 50-97K (n=4)             | 72,366 Range 51-102K (n=15)         |
| b) Training Director                 | 66,550 Range 48-84K (n=4)             | 73,700 (n=1)                          | 64,333 Range 63-65K (n=3)           |
| c) Assistant or Associate Director   | 56,000 (n=1)                          | 53,500 Range 50-57K (n=2)             | 58,100 Range 43-75K (n=5)           |
| d) Counselor with Ph.D.              | 56,000 Range 43-85K (n=4)             | 77,500 Range 60-95K (n=2)             | 55,066 Range 46-68K (n=3)           |
| e) Counselor who is A.B.D.           | n/a                                   | n/a                                   | 50,000 (n=1)                        |
| f) Counselor with M.A.               | 40,966 Range 27-65K (n=9)             | n/a                                   | 46,385 Range 30-56K (n=7)           |
| g) Counselor with M.S.W.             | 40,000 (n=1)                          | n/a                                   | n/a                                 |
| h) Counselor with BA                 | n/a                                   | n/a                                   | n/a                                 |
| i) Psychiatrist/M.D. (annual salary) | n/a                                   | n/a                                   | n/a                                 |
| j) Psychiatrist/M.D. (hourly rate)   | 109.00 Range 100-116 (n=3)            | n/a                                   | n/a                                 |
| k) Other                             | 90,000 (n=1)                          | n/a                                   | 5,200 (n=1)                         |

## SALARY DATA

### Size 3 (7,500 - 15,000):

|  | <u>1-3 years in position</u>   | <u>4-6 years in position</u>   | <u>7-9 years in position</u> |
|--|--------------------------------|--------------------------------|------------------------------|
| a) Director  | 60,731 Range 43-107K (n=22)    | 57,583 Range 42-76K (n=9)      | 69,771 Range 58-82K (n=7)    |
| b) Training Director                                   | 45,937 Range 36-63K (n=8)      | 59,000 (n=1)                   | 49,600 Range 40-59K (n=2)    |
| c) Assistant or Associate Director                     | 48,167 Range 40-64K (n=6)      | 47,655 Range 36-64K (n=9)      | 42,000 (n=1)                 |
| d) Counselor with Ph.D.                                | 37,997 Range 26-48K (n=21)     | 41,290 Range 32-56K (n=20)     | 41,972 Range 39-45K (n=11)   |
| e) Counselor who is A.B.D.                             | 34,333 Range 30-42K (n=3)      | 28,000 (n=1)                   | n/a                          |
| f) Counselor with M.A.                                 | 31,610 Range 25-38K (n=10)     | 35,900 Range 29-47K (n=8)      | 39,573 Range 30-62K (n=11)   |
| g) Counselor with M.S.W.                               | 35,000 Range 33-38K (n=3)      | 37,600 Range 32-47K (n=3)      | 37,233 Range 27-48K (n=9)    |
| h) Counselor with BA                                   | n/a                            | n/a                            | n/a                          |
| i) Psychiatrist/M.D. (annual salary)                   | n/a                            | n/a                            | n/a                          |
| j) Psychiatrist/M.D. (hourly rate)                     | 82.00 Range 40-125 (n=11)      | 52.00 (n=1)                    | 100.00 (n=1)                 |
| k) Other (e.g. Post Doc, AOD Counselor, Nurse Pract. ) | 25,500 (n=1)                   | n/a                            | 25,500 (n=1)                 |
|  | <u>10-12 years in position</u> | <u>13-15 years in position</u> | <u>15+ years in position</u> |
| a) Director  | 71,700 Range 60-85K (n=4)      | 51,250 Range 46-57K (n=2)      | 71,738 Range 56-90K (n=14)   |
| b) Training Director                                   | 50,500 Range 46-55K (n=2)      | n/a                            | 64,996 Range 56-82K (n=5)    |
| c) Assistant or Associate Director                     | 47,625 Range 41-53K (n=4)      | 60,000 Range 43-77K (n=2)      | 43,233 Range 38-47K (n=3)    |
| d) Counselor with Ph.D.                                | 49,990 Range 33-72K (n=11)     | 45,000 (n=1)                   | 56,071 Range 40-72K (n=7)    |
| e) Counselor who is A.B.D.                             | n/a                            | n/a                            | 58,000 (n=1)                 |
| f) Counselor with M.A.                                 | 40,025 Range 34-46K (n=10)     | 52,625 Range 33-74K (n=4)      | 46,443 Range 38-70K (n=7)    |
| g) Counselor with M.S.W.                               | 44,000 Range 42-46K (n=2)      | n/a                            | 46,500 (n=1)                 |
| h) Counselor with BA                                   | n/a                            | n/a                            | n/a                          |
| i) Psychiatrist/M.D. (annual salary)                   | 62,500 (n=1)                   | n/a                            | n/a                          |
| j) Psychiatrist/M.D. (hourly rate)                     | 110.00 (n=1)                   | n/a                            | n/a                          |
| k) Other   | n/a                            | n/a                            | n/a                          |



**SALARY DATA****Size 4 (Over 15,000):**

|   | <b><u>1-3 years in position</u></b>   | <b><u>4-6 years in position</u></b>   | <b><u>7-9 years in position</u></b> |
|---|---------------------------------------|---------------------------------------|-------------------------------------|
| a) Director   | 62,483 Range 46-91K (n=18)            | 69,975 Range 52-84K (n=12)            | 68,367 Range 53-102K (n=11)         |
| b) Training Director                                  | 49,871 Range 39-61K (n=13)            | 47,151 Range 32-66K (n=10)            | 48,374 Range 39-59K (n=13)          |
| c) Assistant or Associate Director                    | 49,544 Range 37-70K (n=18)            | 47,386 Range 40-58K (n=12)            | 54,221 Range 41-67K (n=13)          |
| d) Counselor with Ph.D.                               | 40,530 Range 30-66K (n=56)            | 44,458 Range 32-67K (n=36)            | 48,777 Range 28-66K (n=29)          |
| e) Counselor who is A.B.D.                            | 37,600 Range 32-49K (n=5)             | 38,325 Range 30-42K (n=4)             | n/a                                 |
| f) Counselor with M.A.                                | 34,155 Range 21-55K (n=20)            | 41,600 Range 28-65K (n=9)             | 35,355 Range 24-49K (n=9)           |
| g) Counselor with M.S.W.                              | 36,257 Range 30-45K (n=9)             | 36,705 Range 26-50K (n=6)             | 37,066 Range 32-44K (n=6)           |
| h) Counselor with BA                                  | n/a                                   | n/a                                   | n/a                                 |
| i) Psychiatrist/M.D. (annual salary)                  | 108,950 Range 92-130K (n=4)           | 100,166 Range 95-110K (n=3)           | 117,500 Range 100-135K (n=2)        |
| j) Psychiatrist/M.D. (hourly rate)                    | 80.00 Range 49-120 (n=8)              | 105.00 Range 75-150 (n=3)             | 80.00 Range 59-100 (n=3)            |
| k) Other (e.g. Post Doc, AOD Counselor, Nurse Pract.) | 23,500 Range 20-29K (n=5)             | n/a                                   | 32,592 Range 32-33K (n=2)           |
|   | <b><u>10-12 years in position</u></b> | <b><u>13-15 years in position</u></b> | <b><u>15+ years in position</u></b> |
| a) Director   | 70,463 Range 42-100K (n=11)           | 72,705 Range 45-91K (n=10)            | 79,009 Range 42-109K (n=32)         |
| b) Training Director                                  | 60,440 Range 50-68K (n=5)             | 52,150 Range 48-56K (n=2)             | 65,827 Range 50-86K (n=14)          |
| c) Assistant or Associate Director                    | 60,112 Range 48-74K (n=8)             | 58,900 Range 49-70K (n=6)             | 59,093 Range 39-86K (n=14)          |
| d) Counselor with Ph.D.                               | 50,757 Range 39-70K (n=23)            | 50,787 Range 44-60K (n=11)            | 61,299 Range 45-90K (n=22)          |
| e) Counselor who is A.B.D.                            | 46,375 Range 34-60K (n=4)             | n/a                                   | 34,000 (n=1)                        |
| f) Counselor with M.A.                                | 40,628 Range 30-60K (n=7)             | 41,500 Range 28-50K (n=5)             | 45,455 Range 27-60K (n=13)          |
| g) Counselor with M.S.W.                              | 47,344 Range 40-60K (n=8)             | 40,919 Range 40-42K (n=2)             | 54,183 Range 37-72K (n=7)           |
| h) Counselor with BA                                  | 29,000 (n=1)                          | n/a                                   | 47,000 (n=1)                        |
| i) Psychiatrist/M.D. (annual salary)                  | 116,766 Range 109-121K (n=3)          | 119,000 (n=1)                         | 87,840 Range 53-110K (n=3)          |
| j) Psychiatrist/M.D. (hourly rate)                    | 81.00 Range 59-120 (n=4)              | 70.00 (n=1)                           | 85.00 Range 62-120 (n=4)            |
| a) Other  | 57,500 Range 55-60K (n=2)             | n/a                                   | 31,500 Range 21-42K (n=2)           |



## APPENDIX D

### Video Tapes used in Professional Development (Question #100)

(Purchasing source was not provided for some tapes.)

#### Academic

"Learning Disabilities in Higher Education" - LRP Publications.

"How difficult can it be?" Rick Lavoie (Learning Disabilities).

#### Diagnostic/Treatment

Don Meichenbaum "Mixed Anxiety and Depression -- A Cognitive Behavioral Approach." Behavioral Science Book Service.

"Out of Darkness" - (Depression).

\*\* APA series on various theoretical approaches on psychotherapy. Order through APA.

APA series on DSM-IV Diagnoses.

"Subtle Boundary Violations."

"The Abused Woman" - A Survivor Therapy Approach. Dr. Lenore Walker (1995) Films for the Humanities and Sciences, Box 2053, Princeton, NJ 08543.

Assessment and Treatment of Psychological Disorders (6 videos covering topics such as "Closet Narcissistic Disorder- The Masterson Approach" -Newbridge Professional Program, PO Box 949, Hicksville, NY 11802.

"Treating Borderline Personality Disorder: The Dialectical Approach" - Marsha Linehan-Guilford Publications, NY.

Levenson's Time-Limited Psychotherapy.

M. Hoyt on Brief Couples Therapy.

Millon on Personality Disorders.

Art Freeman, Cognitive Therapy.

#### Drug and Alcohol

\*\* "Binge Drinking Blowout" - FMS productions, 1999.

"Close to Home" - Bil Moyers on Addiction.

#### Eating Disorders

"Slim Hopes"- Media Education Foundation, 26 Center Street, Northhampton, MA 01060.

#### Staff Development

"Group Leadership Training" - Rex Stockton - University of Indiana, Bloomington.

APAIT Risk Management tape and program.

#### Diversity/Multicultural

\*\*\*"The Color of Fear " (racism and diversity issues) by Lee Min Wahn- Stir Fry Productions, 470 3<sup>rd</sup> Street, Oakland, CA 94607, 1-800-370-STIR.

\*\*\*"Skin Deep- Multiculturalism in America", Available from C Span Archives, ID 112341.

#### Gay/Lesbian/Bisexual

"Psychotherapy with Gay and Lesbian Clients -- Series of 5 programs, Buendia Productions, P.O. Box 1869, Santa Ana, CA 92702, 1-800-513-1092.

#### Miscellaneous

"A Tale of 'O' "

"Between the Lines" - Farlight Productions, (617) 469-4999.

Claudia Black Series on Relationship.

"Power of Dreams" by the Discovery Channel.

"Hasten Slowly" - Vam der Post - Parabola Science.

"In Love and In Danger."

\*\*Videos that have been recommended more than once.

## APPENDIX E

### Examples of Innovative Programs-Question #101

(Programs listed with ID numbers for networking purposes.)

#### Academic Enhancement/Faculty Assistance

- 12 Individual Support Meetings (ISM's) for at risk, probation, and LD students.  
Peer Education Program.
- 16 Academic Success Program.
- 26 Placement and Counseling Center outreach to college dorms.  
Academic support faculty mentor program.  
Summer student open enrollment outreach.  
Career alumni mentor program.
- 123 Developed a pan-university 3 credit course on learning to learn. Taught by center faculty.
- 137 Fresh Start - retention.
- 222 'Making the Right Choice (MARC)' - Screening incoming freshmen with an internet inventory to ensure compatible choice of major.
- 225 Dissertation workshop program.  
Credit course in veterinary medicine on 'Bereavement Issues in Clinical Practice.'  
'Who's Coming to College' program (with other Student Affairs units).
- 264 Coordinated a college survival program in Student Affairs for students placed on probation.

#### Staff/Faculty/ Center Development

- 96 Established a Counseling Center Student Advisory Board.
- 124 Staff together redecorated and cleaned the center. It was fun and inexpensive and brought us together. Also the Engine that Did Award
- 161 Training for campus security officers: Topics included how to respond to despondent students, presentations on self-harm, dealing with disruptive students and mental health issues on campus.
- 162 'Sandwich Generation Chat and Chew' - For staff and faculty who were facing the challenges of aging parents. Some of our attendees also still had children at home. It was a really great opportunity to support and exchange information and we will be continuing it this year. We had a geriatric nurse practitioner attend one session- she was an invaluable resource.
- 272 Monthly seminars between Counseling Center and Medical Center staff.

#### Therapeutic

- 49 Model of Therapy for College/University Students based on Attachment Theory.  
(Published in Am. Journal Family Therapy).
- 92 'Prescription Program' - Intake counselors provide students with a checklist of programs on campus that would help address the issues identified in their intake/assessment session. This approach prompts the student to work on issues outside of individual counseling sessions.

- 194 Collaboration with Supported Education - Liaison with Mental Health Center - serve major Axis I.
- 236 Research on ADD- We have a 10 wk TX protocol which includes attention building exercises along with therapeutic interventions.
- 259 State Accredited intensive outpatient treatment program.
- 297 'SafeZone' - Hypnosis group.

#### **Public Relations/Awareness**

- 14 We designed a 'Thought for the Month' poster that was distributed throughout campus. The thoughts were inspirational and provided some general information. The signs stated, "Brought to you by the C.C." with our location and phone number. The signs proved very popular. Students took them down from the walls and hung them up in their rooms. This was a great marketing strategy for the C.C. and also provided some general information about mental health, coping strategies, e.g., "life is 10% what happens and 90% how you react to it."

#### **Resources**

- 65 Referral guide for faculty and staff.
- 119 ADD Resources-assessment, coaching, training faculty, flyers, group.

#### **Relaxation/Stress Reduction**

- 96 Opened a 'Stress Less Zone' Counseling Annex.
- 126 Participate collaboratively with Student Health in DeStress Fest which involved various non-traditional methods for relaxing and relieving tension.
- 178 2 years ago, developed a self-help relaxation room that has been used widely this year.

#### **Peer Education**

- 49 Peer Retention Model.
- 89 'Guerrilla Troupe' - Students giving skits on several issues (see previous monographs for more detail).
- 114 Peer mentoring program for LD students.
- 172 'SFU Nightline' - Students helping students after hours. GLB Peer support group.

#### **Psychoeducational**

- 22 Paraprofessional program that offers approximately 40 topical workshops yearly. A series of a dozen psychoeducational (credit generating) classes.
- 72 'Wellness Café' - Weekly programs in dining hall on a variety of psychosocial career health and wellness issues. Personnel available for 1.5 hours to talk, answer questions, share information.
- 105 'Shrink Think' - Q & A forum which addresses particular and pertinent topics.
- 189 'Wheel-Board Game/Mind Games' - These consist of a wheel, which students spin, then answer question in a category (determined by wheel) for candy prize.

- 218 'Suicide Prevention Project' - This was developed by one of our Interns and reached 9,000 students. Administration supported the Intern's efforts to target large classes (100+ students). Faculty were overwhelmingly cooperative by letting Interns make brief presentations during class about signs of depression and suicidality. Bookmarks with key information were distributed. Positive outcomes included increased referrals to the counseling center for depression and the implementation of other outreach programs. This project will be continued in the next academic year.
- 225 Social Issues Theater Program.
- 252 'The Date' - an interactive drama on date rape.  
'For Freshmen Only' - 6 session workshop.  
'Finding Your Niche' - 3 session workshop.
- 285 A team building obstacle course program that incorporates psychoeducational material.

#### **Drug and Alcohol**

- 6 Anti-Binge Drinking Posters developed on campus, specifically designed for our student body.
- 40 Alcohol Awareness Week.
- 80 Social marketing campaign to challenge misperception of student alcohol use.
- 207 Alcohol prevention and education program.
- 235 Binge drinking task force.
- 253 A wellness internship on a social marketing campaign for substance abuse prevention.

#### **Eating Disorders**

- 19 Held art contest for healthy images of women for eating disorder awareness.
- 21 Led Eating Disorders Team (campus-wide); we offered an unusual 'fashion show' during eating disorders awareness week.
- 227 Eating Disorder Task force (sponsored campus-wide).

#### **Health/Wellness**

- 254 We have developed a four year personal growth and development program that has talks, concerts, classes, lectures, etc. - designed to help each student mature into a more skilled, more confident individual.
- 275 Thich Nhat Hahn and John Kabat Zinn will speak at UVM and our Counseling Center has been preparing by enlarging our mind-body and spiritual work with students (non-sectarian).
- 280 'Health Enhancement Program' - Includes fitness promotion, nutrition, cooking classes, massage, stress management, etc.

#### **Athletics**

- 30 Athlete Career Track Program (website: [www.gwu.edu/~counsel](http://www.gwu.edu/~counsel)).
- 227 Harm-reduction workshops for athletes.
- 235 Outreach to athletes program.

**Career**

- 3 Parent Day Program with 6 workshops on career development and placement—what parents should know.
- 11 On-line career counseling explore groups.
- 66 Peer Career Center as a part of an integrated career/advisement center.
- 70 Career Counseling component for career counseling.
- 147 Sophomore Choices - career development and externship program.
- 230 Screening of entering students to determine level of readiness for career choice.

**Miscellaneous**

- 100 Developed a survey of parents' expectations of their children's college experience. Great information about parents' roles.
- 288 On line evaluation for outreach programs.

**Sexual Assault/Abuse/Violence**

- 19 Developed a Clothesline Project for Sexual Assault Week.
- 141 Mandated Sexual Assault prevention and education program for all incoming students.
- 256 Trainees developed a module for RAs about relationship violence; a 'Scruples Workshop' was presented that addressed communications and relationships for couples.

**Crisis/ Response Teams**

- 67 Founded a 'Problem Assessment Team' - Involves members of Residence Life, the University Police, Judicial Affairs, Legal Counsel, and other University Personnel as appropriate. Team meets to discuss students whose behavior is harmful to themselves or someone else and/or disruptive to the University community. Confidentiality constraints limit the information we offer, but the sharing of information among the other units has been invaluable in managing crises.
- 227 Emergency hours for underserved populations.
- 246 Trauma Debriefing Team.
- 277 Training of a campus-wide CISD with yearly refreshers. Co-ordinator of the Crisis Intervention Committee.

**Diversity/Multicultural**

- 7 Developed a career counseling program for the Native American Students to help them in their career exploration.
- 37 Videotape projection stressful incidences and stress protective strategies for African American and Latino first year students.
- 60 Gay, Lesbian, Bisexual, Transgender Awareness and Celebration Week.

- 137 KBO - Kemetic Benu Order stands for 'Rebirth of the Mind.' This group combines traditional counseling center topics such as study skills and stress management with an appreciation of African American heritage. Customs adopted from the Ashanti tradition (Ghana) facilitate the sense of community by letting members formulate group goals. Academic goals depend on all members to succeed. KBO graduates return to group meetings to present topics and to assist students.
- 170 Participated in forming with other services a lesbian, gay, bisexual, transgender, and questioning (LGBTQ) task force.
- 176 Women's Mentoring Project.
- 213 Multicultural Immersion Program (MIP).
- 221 Diversity lunch series - Innovative topic areas for outreach.
- 226 'Am I invisible?'- Asian-Americans in the campus community.
- 246 'Sisters Defining Sisters' - African American Women discussion/support group.

**Disabled Students**

- 45 'The Empowerment Program' - Targets at-risk learning disabled and handicapped students. It is a multidisciplinary approach and they claim that it has improved retention and GPA's.

The following pages contain directories to assist you in matching counseling centers with their identification numbers. Beginning on this page is an alphabetical listing by last name of all counseling center directors. On the following pages is a list which is organized alphabetically by institution name. Some institutions whose surveys were not included in the data analysis can be found at the end of that list.

**ALPHABETIZED LISTING OF PARTICIPANTS - Name follows directory number.**

|     |                            |     |                         |     |                       |
|-----|----------------------------|-----|-------------------------|-----|-----------------------|
| 030 | Aiken, Jim                 | 063 | Clark, Jim              | 232 | Frizzell, Christine   |
| 127 | Alishio, Kip               | 261 | Clark, Al               | 102 | Fuchs, Kathleen F.    |
| 132 | Allbritten, Bill           | 162 | Coder Mikinski, Tamara  | 024 | Fygetakis, Leah M.    |
| 260 | Anton, William D.          | 176 | Coffman, Janet          | 155 | Gabbard, Clinton E.   |
| 043 | Arce, Elsa M.              | 124 | Cogdal, Pamela A.       | 189 | Gale, Diane           |
| 192 | Atkins, Pam                | 149 | Cook, Colleen           | 188 | Garni, Ken            |
| 108 | Atkinson, M. Bernard       | 109 | Cook, Donelda A.        | 266 | Gault, Frank          |
| 163 | Azar, James                | 285 | Cooper, Stewart E.      | 138 | Gaynor, Margaret K.   |
| 154 | Backels, Steve             | 287 | Corazzini, Jack G.      | 122 | Geller, Pamela A.     |
| 121 | Baker, Ted                 | 117 | Cotrone, Dan            | 253 | Gething, Thomas W.    |
| 286 | Balderrama, Sylvia         | 281 | Craig, Donald H.        | 148 | Gleason, Paul J.      |
| 310 | Balistreri, Thomas         | 252 | Crary, Penny            | 301 | Glore, Susan J.       |
| 069 | Barclay, Rosalyn           | 244 | Cross, David M.J.       | 201 | Gordhamer, Rolf       |
| 180 | Bayne, Robert              | 292 | Crusoe, Jack            | 134 | Gordon, Michael       |
| 170 | Behen, Joseph              | 106 | Curoe, Bernadine        | 179 | Gorsky, Janet         |
| 240 | Beigen, Sharon             | 046 | Daine, Michael          | 111 | Grace, Marian         |
| 041 | Bertsch, Donald            | 018 | Danchise, Roger         | 136 | Grayson, Paul         |
| 103 | Birky, Ian                 | 168 | Daughhetee, Charlotte   | 300 | Greer, Richard        |
| 220 | Bishop, John               | 054 | Davidshofer, Charles O. | 272 | Haefner, B. Jean      |
| 146 | Blaisch, Ilene             | 080 | Deakin, Spencer         | 090 | Hagans, Carol         |
| 036 | Blasband, David            | 074 | DeHart, Linda           | 279 | Hageseth, Jon         |
| 152 | Bob, Sheila                | 012 | Dellutri, Alexandra     | 290 | Hammond, Barbara      |
| 038 | Boer, Warren J.            | 303 | Denson, Eric            | 212 | Handy, Lee C.         |
| 015 | Boland, Myrna L.           | 083 | DePalma, Diane M.       | 229 | Hanson, Peggy L.      |
| 227 | Bolin-Reece, Mary C.       | 183 | DePauw, Mary E.         | 217 | Harman, Robert L.     |
| 045 | Bolland, Herbert R.        | 199 | DiMino, John            | 079 | Harper, Jennifer      |
| 130 | Booth, Janis C.            | 248 | DiNuzzo, Terry M.       | 129 | Harris, Jr, Harold J. |
| 258 | Bowersock, Roger B.        | 299 | DiTulio, Jim            | 140 | Hattauer, Edward A.   |
| 230 | Boyd, Vivian S.            | 008 | Dixon, Russell          | 034 | Hatton, John M.       |
| 007 | Branch, Teresa S.          | 011 | Donn, Patsy A.          | 060 | Hayes, Denise         |
| 208 | Brandel, Irvin W.          | 164 | Dore, Patricia          | 153 | Heitzmann, Dennis     |
| 273 | Brian, Tom J.              | 110 | Doyle, Michael          | 119 | Hinand, Gail          |
| 222 | Brown, Steve D.            | 021 | Droz, Elizabeth         | 057 | Hersh, Jeffrey B.     |
| 126 | Bruce-Sanford, Gail        | 267 | Drum, David J.          | 282 | Hocking, Thomas K.    |
| 291 | Brummels, Lin              | 133 | Dugan, Meg              | 237 | Hodges, Shannon       |
| 053 | Brummett, Ron              | 107 | Dyer, James             | 278 | Holmes, James R.      |
| 071 | Bucell, Michael            | 076 | Dyke, Jeffery T.        | 255 | Hopkins, Warren P.    |
| 081 | Buhrow, Bill               | 247 | Edwards, John           | 295 | Hom, Rita M.          |
| 150 | Burks, Suzanne M.          | 171 | Ehrenworth, Jonathan    | 051 | Horstman, Tamerin     |
| 195 | Byrnes, Anne L.            | 274 | Ellingson, Kari T.      | 141 | Hotelling, Kathy      |
| 269 | Canavan, Margaret          | 005 | Erickson, M. Lloyd      | 028 | Hoyt, Arlyne E.       |
| 161 | Cann, Laura                | 056 | Erskine, Charlene       | 123 | Hurley, George        |
| 268 | Cannici, James             | 095 | Esquillin, Victor       | 016 | Indenbaum, Fred       |
| 238 | Caple, Richard B.          | 160 | Faust, Carole           | 135 | Irvine, John          |
| 114 | Chabala, William S.        | 210 | Fellerath, John         | 305 | Jacks, Richard N.     |
| 039 | Chagnon, Jean              | 293 | Ferrari, Nancy          | 284 | Jackson, Jeff         |
| 166 | Chandler, David            | 101 | Filicetti, Peter        | 037 | James, Alan           |
| 026 | Chapman, Ronald K.         | 100 | Forbes, Karen           | 077 | John, Kenneth B.      |
| 052 | Christiansen, MarthaDennis | 264 | Fox, Ray P.             | 265 | Johnson, Amy          |

- |     |                       |     |                         |     |                        |
|-----|-----------------------|-----|-------------------------|-----|------------------------|
| 006 | Jones, Dan            | 236 | Morris, Katherine L.    | 010 | Rothmeier, Rosemarie   |
| 084 | Jones, William H.     | 190 | Morris, Wayne           | 009 | Russell, Vern          |
| 167 | Jones, Linda S.       | 219 | Mueller, Steven D.      | 147 | Ryland, Betsy          |
| 025 | Jones, Ann            | 307 | Nance, Don              | 137 | Salter, Lee            |
| 184 | Kafka, Eric           | 158 | Namenek, Therese M.     | 151 | Sanderson, Rebecca A.  |
| 234 | Kahn, Malcolm         | 062 | Nelms, Barbara Ann      | 097 | Scanlon, Catherine     |
| 049 | Kane, Stephen         | 064 | Nelson, John E.         | 113 | Schank, Janet A.       |
| 194 | Kaufman, Robin        | 216 | Ness, Ernest M.         | 239 | Schemmel, Dennis R.    |
| 086 | Kazin, Robert         | 231 | Nettles, Reginald       | 275 | Schepp, Kay Fances     |
| 033 | Kemmerling, Robert G. | 014 | Neubauer, Lane B.       | 104 | Schneider, John R.     |
| 209 | Keyes, Lee N.         | 182 | Nevels, Lourene         | 207 | Schratz, Paul          |
| 262 | King, Bradford D.     | 094 | Newton, Fred B.         | 289 | Schubert, Marianne     |
| 302 | Kiracofe, Norman M.   | 022 | Nicholson, Jim          | 256 | Schwartz, Allan J.     |
| 017 | Knightner, Mildred M. | 218 | Norton, A. Evangeline   | 225 | Seals, Tom             |
| 002 | Kondrot, Jacquelyn S. | 061 | O'Hara, Marianne M.     | 178 | Settle, Karen          |
| 040 | Krylowicz, Brian      | 186 | O'Neill, Steve          | 241 | Simono, Ronald B.      |
| 089 | Lamb, Douglas H.      | 271 | Oakland, Ronald G.      | 035 | Sivertsen, Wiggysy     |
| 243 | Langevin, John R      | 276 | Olona, Maggie           | 296 | Skinner, Denese        |
| 125 | Lankin, Laurie        | 067 | Onestak, David          | 203 | Slovin, Jonathan H.    |
| 087 | laPlante, Trish       | 085 | Pace, Diana             | 197 | Snodgrass, Gregory     |
| 165 | LaRossa, Virginia     | 013 | Pack, Glenn             | 294 | Southwick, Richard     |
| 088 | Lastoria, Michael     | 181 | Pannabecker, Willard J. | 174 | St. John, Judy         |
| 309 | Lauffenburger, Linda  | 120 | Papalia, Daria          | 031 | St. Peter, Shirley     |
| 159 | Lavin, Thomas J.      | 214 | Parham, Thomas A.       | 215 | Steel, Catherine M.    |
| 115 | Lee, Kelly H.         | 242 | Parker, Lois J.         | 032 | Sternal, William       |
| 157 | Levine, Heidi         | 306 | Parnes, Jane C.         | 226 | Stone, Gerald          |
| 204 | LeViness, Peter O.    | 191 | Peagler, Richard        | 259 | Stricherz, Mathias     |
| 073 | Levinson, Tamar       | 200 | Pearson, Dianne Brown   | 070 | Stull, Patricia        |
| 206 | Lillard, Margaret     | 172 | Pelletier, Lynn         | 175 | Terrell, Tom           |
| 004 | Lipson, Abigail       | 003 | Perkins, Robert J.      | 257 | Thomas, Barbara        |
| 92  | Locher, Linda L.      | 177 | Peterson, Marvin        | 193 | Thomas, Susan          |
| 198 | Long, Larry           | 066 | Petiprin, Gary L.       | 047 | Thompson, Mark D.      |
| 223 | Lucas, Sue W.         | 027 | Phillips, William       | 233 | Thomson, Garry         |
| 142 | MacDevitt, John       | 078 | Phillips, Paula         | 128 | Tipps, M. Jane         |
| 213 | Mack, Judith          | 072 | Piseitelli, Beverly V.  | 235 | Tirado, Mildred C.     |
| 044 | Mack, Delores E.      | 001 | Pollard, Norman J.      | 029 | Tirman, Richard        |
| 055 | Mallisham, Ivy J.     | 058 | Pollard, Jeff           | 173 | Tooley, Lois           |
| 308 | Marion, David J.      | 187 | Price, Neal I.          | 112 | Torresdal, Pam         |
| 211 | Marsh, Ken            | 205 | Pruett, Harold          | 249 | Utz, Patrick           |
| 156 | McCaffrey, Elizabeth  | 304 | Quincy, Babs            | 048 | Vinson, Michael        |
| 280 | McGrath, Bob          | 270 | Ramirez, M. Gloria      | 118 | Wagar, Barbara         |
| 023 | McGuinness, Thomas P. | 059 | Ramirez, Mark L..       | 245 | Wagner-Adams, Carol    |
| 042 | McKinney, Rhonda      | 311 | Rando, Robert A.        | 068 | Walker, Jen Colvin     |
| 050 | McLeod, Mary Ann      | 143 | Reese, Kathy H.         | 288 | Warren, Brian E.       |
| 075 | Mednick, David        | 221 | Resnick, Jaquelyn Liss  | 139 | Wilburn, Barbara       |
| 228 | Meuler, Michael       | 185 | Richards, Sheri         | 277 | Williams, John L.      |
| 283 | Meyer, Roger J.       | 020 | Ritche, Jill            | 251 | Williams-Quinan, Susan |
| 131 | Miller, Davina M.     | 298 | Ritchie, John           | 169 | Wolfe, Larry           |
| 075 | Mills, Alice          | 082 | Roberts, Ralph          | 144 | Wood, Elizabeth        |
| 246 | Mitchell, Barbara S.  | 263 | Rockett, Jeri           | 297 | Yuro, Catherine        |
| 093 | Mond, Michael         | 065 | Roeder, Lynn M.         | 096 | Zimmerman, Tamara      |
| 250 | Morrill, Weston H.    | 202 | Rosen, Don              |     |                        |
| 224 | Morris, Jim           | 145 | Ross, Charles           |     |                        |



## COUNSELING CENTER DIRECTORY - Alphabetized by School

- 001 Alfred University**  
Counseling & Student  
Development Services  
Saxon Drive  
Alfred, NY 14802  
Norman J. Pollard  
Phone: 607-871-2300  
Fax: 607-871-2341  
pollard@bigvax.alfred.edu
- 002 Allegheny College**  
Counseling Center  
Box 17  
Meadville, PA 16335  
Jacquelyn S. Kondrot  
Phone: 814-332-4368  
Fax: 814-332-2340  
jkondrot@alleg.edu
- 003 Alma College**  
Center for Student Development  
Alma, MI 48801-1599  
Robert J. Perkins  
Phone: 517-463-7225  
Fax: 517-463-7277  
perkins@alma.edu
- 004 American University**  
Center for Psychological &  
Learning Services  
201 Mary Graydon Center  
Washington, DC 20016  
Abigail Lipson  
Phone: 202-885-3360  
Fax: 202-885-1042  
alipson@american.edu
- 005 Andrews University**  
Counseling & Testing Center  
Berrien Springs, MI 49104  
Lloyd Erickson  
Fax: Phone: 616-471-3470  
ctcenter@andrews.edu
- 006 Appalachian State University**  
Counseling & Psych. Services  
Boone NC 28608  
Dan Jones  
Phone: 828-262-3180  
Fax: 828-262-3182  
jonesdl@appstate.edu
- 007 Arizona State University**  
Counseling and Consultation  
Student Services Bldg. 334  
Tempe, AZ 85287-1012  
Teresa S. Branch  
Phone: 480-965-6147  
Fax: 480-965-3426  
tbranch@asu.edu
- 008 Arkansas State University**  
Counseling Center  
P.O. Box 795  
State University, AR 72467  
Russell, Dixon  
Phone: 501-972-2318  
Fax: 501-972-3898
- 009 Auburn University**  
Personal Assessment/  
Counseling Service  
118 Foy Union  
Auburn, AL 36849  
Vern Russell  
Phone: 334-844-5123  
Fax: 334-844-6110  
russela@mail.auburn.edu
- 010 Austin College**  
Counseling Center  
Sherman, TX 75090  
Rosemarie C. Rothmeier  
Phone: 903-813-2247  
Fax: 903-813-3188  
rrothmeier@austinc.edu
- 011 Ball State University**  
Counseling & Psych. Services  
Lucina Hall 315  
Muncie, IN 47304  
Patsy A. Donn  
Phone: 317-285-1264  
Fax: 317-285-2081  
%padonn@bsu.edu
- 012 Barat College**  
Counseling Center  
700 E. Westleigh Road  
Lake Forest, IL 60045  
Sandy Dellutri  
Phone: 847-615-5054  
Fax: 847-615-5053  
Adellut@aol.com
- 013 Baylor University**  
Counseling Center  
P.O. Box 97060  
Waco, TX 76798-7060  
Glenn Pack  
Phone: 254-710-2567  
Fax: 254-710-2460  
glenn\_pack@baylor.edu
- 014 Beaver College**  
Counseling Center  
Church & Easton Aves.  
Glenside, PA 19038  
Lane Neubauer  
Phone: 215-572-4091  
Fax: 215-881-8787  
neubauer@beaver.edu
- 015 Bellarmine College**  
Counseling Center  
2001 Newburg Road  
Louisville, KY 40205  
Myrna L. Boland  
Phone: 502-452-8151  
Fax: 502-452-8050
- 016 Belleville Area College**  
Counseling Center  
2500 Carlyle Ave.  
Belleville, IL 62221  
Fred Indenbaum  
Phone: 618-235-2700  
Fax: 618-235-1578
- 017 Benedict College**  
Counseling Center  
MSC 30 - 1600 Harding St.  
Columbia, SC 29204  
Mildred M. Knightner  
Phone: 803-253-5271  
Fax: 803-255-1732
- 018 Bentley College**  
Counseling Service  
175 Forest Street  
Waltham, MA 02154-4705  
Roger Danchise  
Phone: 617-891-2274  
Fax: 617-891-2788  
rdanchise@bentley.edu
- 019 Berea College**  
Counseling Center  
CPO 2310  
Berea, KY 40404  
DiSmilo-Morgan  
Phone: 606-986-9341
- 020 Berklee College of Music**  
Counseling Center  
1140 Boylston Street  
Boston, MA 02215  
Jill Ritchie  
Phone: 617-747-2321  
Fax: 617-247-8278  
jritchie@berklee.edu
- 021 Binghamton University**  
Counseling Center  
P.O. Box 6000  
Binghamton, NY 13905-6000  
Elizabeth Droz  
Phone: 607-777-2772  
Fax: 607-777-2708  
droz@binghamton.edu

- 022 Boise State University**  
Counseling & Testing Center  
1910 University Drive  
Boise, ID 83725  
Jim Nicholson  
Phone: 208-426-1603  
Fax: 208-426-2046  
nicholsj@bsued.idbsu.edu
- 023 Boston College**  
Counseling Services  
Gasson Hall - 108  
Chestnut Hill, MA 02467  
Thomas P. McGuinness  
Phone: 617-552-3310  
Fax: 617-552-2562  
mcguines@bc.edu
- 024 Boston University**  
Counseling Center  
19 Deerfield Street  
Boston, MA 02215  
Leah M. Fygetakis  
Phone: 617-353-3540  
Fax: 617-353-5891  
lfygetak@bu.edu
- 025 Bradley University**  
Center for Wellness & Counseling  
1501 West Bradley Ave.  
Peoria, IL 61625  
Ann Jones  
Phone: 309-677-2408  
Fax: 309-677-2410  
cwcdaj@bradley.edu
- 026 Brigham Young University**  
Counseling & Career Center  
2514 ELWC  
Provo, UT 84604  
Ronald K. Chapman  
Phone: 801-378-6291  
Fax: 801-378-8184  
rkchapma@stlgate.byu.edu
- 027 Bryant College**  
Counseling Services  
1150 Douglas Pike  
Smithfield, RI 02917  
William Phillips  
Phone: 401-232-6045  
Fax: 401-232-6362  
wphillip@bryant.edu
- 028 Bucknell University**  
Psychological Services  
Lowry House  
Lewisburg, PA 17837  
Arlene E. Hoyt  
Phone: 570-577-1604  
Fax: 570-577-1849  
ahoyt@bucknell.edu
- 029 Butler University**  
Counseling Center  
525 W. Hampton Drive  
Indianapolis, IN 46208  
Richard Tirman  
Phone: 317-940-9385  
Fax: 317-940-6403  
rtirman@butler.edu
- 030 California Polytech State Univ.**  
Health & Psychological Services  
San Luis Obispo, CA 93407  
Jim Aiken  
Phone: 805-756-2511  
Fax: 805-756-6525  
jaiken@calpoly.edu
- 031 California State Univ.-Fullerton**  
Counseling & Psych. Services  
Fullerton, CA 92834  
Shirley St. Peter  
Phone: 714-278-3040  
Fax: 714-278-5300
- 032 California State University-LA**  
Student Health Center  
5151 State University Drive  
Los Angeles, CA 90032  
William Sternal  
Phone: 323-343-3329
- 033 California State University-NR**  
University Counseling Services  
18111 Nordhoff Street  
Northridge, CA 91330-8217  
Robert G. Kemmerling  
Phone: 818-677-2364  
Fax: 818-677-2371  
robert.kemmerling@csun.edu
- 034 California State University-SB**  
Psychological Counseling Center  
HC-136 5500 University Parkway  
San Bernardino, CA 92407  
John M. Hatton  
Phone: 909-880-5040  
Fax: 909-880-7027  
jhatton@wiley.csusb.edu
- 035 California State Univ.-San Jose**  
Counseling Center  
ADM 201-One Washington Sq.  
San Jose, CA 95192-0035  
Wiggy Sivertsen  
Phone: 408-924-5940  
wiggy@email.sjsu.edu
- 036 California State University - San Marcos**  
Counseling & Psych. Services  
San Marcos, CA 92096-0001  
David Blasband  
Phone: 760-750-4910  
Fax: 760-750-4030  
blasband@mailhost1.csusm.edu
- 037 California University of PA**  
Center for Student Growth & Dev't  
California, PA 15419  
Alan James  
Phone: 412-938-4191  
Fax: 412-938-4128
- 038 Calvin College**  
Counseling Center  
3201 Burton S.E.  
Grand Rapids, MI 49546  
Warren J. Boer  
Phone: 616-957-6125  
Fax: 616-957-6502  
boerwa@calvin.edu
- 039 Carleton College**  
The Wellness Center  
Northfield, MN 55057  
Jean Chagnon  
Phone: 507-646-4079  
Fax: 507-646-5038  
jchagnon@acs.carleton.edu
- 040 Casper College**  
Counseling Center  
125 College Dr.  
Casper, WY 82601  
Brian Krylowicz  
Phone: 307-268-2604  
Fax: 307-268-2444  
krylowic@adminser.cc.whecn.edu
- 041 Central Michigan University**  
Counseling Center  
102 Foust Hall  
Mt. Pleasant, MI 48859  
Donald Bertsch  
Phone: 517-774-3381  
donaldbertsch@cmich.edu
- 042 Central Washington University**  
C.W.U. Counseling Center  
400 East 8th Avenue  
Ellensburg, WA 98926-7585  
Rhonda McKinney  
Phone: 509-963-1391  
Fax: 509-963-1886  
mckinner@cwu.edu
- 043 Chatham College**  
Counseling, Student Health, &  
Counseling Services  
Woodland Road  
Pittsburgh, PA 15232  
Elsa Arce  
Phone: 412-365-1282  
Fax: 412-365-1620  
arce@chatham.edu

- 044 Claremont College**  
Counseling Center  
735 N. Dartmouth Ave.  
Claremont, CA 91711  
Delores E. Mack  
Phone: 909-621-8202  
Fax: 909-621-8482
- 045 Clarion University of PA**  
Counseling Center  
148 Egbert Hall  
Clarion, PA 16214  
Herbert R. Bolland  
Phone: 814-226-2255  
Fax: 814-226-2067  
HBolland@Clarion.edu
- 046 Clemson University**  
Counseling & Psych. Services  
Box 344022  
Clemson, SC 29634-4022  
Michael Daine  
Phone: 803-656-2451  
Fax: 803-656-2652  
wburgan@clemson.edu
- 047 Colgate University**  
Counseling Center  
13 Oak Drive  
Hamilton, NY 13346  
Mark D. Thompson  
Phone: 315-228-7385  
Fax: 315-228-7053  
mdthompson@mail.colgate.edu
- 048 College of Charleston**  
Counseling & Psych. Services  
Charleston, SC 29424  
Michael Vinson  
Phone: 843-953-5640  
Fax: 843-953-8283  
vinsonm@cofc.edu
- 049 College of Santa Fe**  
Counseling Services  
Santa Fe, NM 87505-7634  
Stephen Kane  
stephenkane@juno.com
- 050 College of St. Catherine**  
Counseling Center, #4015  
2004 Randolph Avenue  
St. Paul, MN 55105  
Mary Ann McLeod  
Phone: 651-690-6428  
Fax: 651-690-8751  
mamcleod@stkate.edu
- 051 College of St. Scholastica**  
Student Development Center  
1200 Kenwood Avenue  
Duluth, MN 55811  
Tamerin Horstman  
Phone: 218-723-6085  
Fax: 218-723-6482  
thorstma@css.edu
- 052 College of William & Mary**  
Counseling Center  
240 Blow Hall  
Williamsburg, VA 23185  
Martha Christiansen  
Phone: 757-221-3620  
Fax: 757-221-3615  
mdchri@wm.edu
- 053 Colorado School of Mines**  
Student Development &  
Academic Services  
1400 Maple Street  
Golden, CO 80401  
Ron Brummett  
Phone: 303-273-3377  
Fax: 303-384-2009  
rbrummet@mines.edu
- 054 Colorado State University**  
Counseling Center  
C-36 Clark Building  
Fort Collins, CO 80523  
Charles O. Davidshofer  
Phone: 970-491-6053  
Fax: 970-491-2382  
cdavidshofer@ucc.colostate.edu
- 055 Columbus State University**  
The Counseling Center  
146 DAV 4225 University Ave.  
Columbus, GA 31907-5645  
Ivy J. Mallisham  
Phone: 706-568-2233  
Fax: 706-568-2434  
mallisham\_ivy@colstate.edu
- 056 Creighton University**  
Counseling & Psych Services  
2500 California Plaza  
Omaha, NE 68178  
Charlene Erskine  
Phone: 402-280-2733  
Fax: 402-280-4773  
cerskine@creighton.edu
- 057 Dartmouth College**  
Counseling Center  
7 Rope Ferry Rd - Dick's House  
Hanover, NH 03755  
Jeffrey B. Hersh  
Phone: 603-650-1442  
Fax: 603-650-1839  
jeffrey.hersh@dartmouth.edu
- 058 Denison University**  
Health & Counseling Center  
Whisler Hall  
Granville, OH 43023  
Jeff Pollard  
Phone: 740-587-6647  
Fax: 740-587-6758  
pollard@denison.edu
- 059 DePaul University**  
University Counseling Services  
2324 Sheffield Ave., Suite 341  
Chicago, IL 60614  
Mark L. Ramirez  
Phone: 773-325-7779  
Fax: 773-325-4535  
mramirez@wppost.dpaul.edu
- 060 DePauw University**  
Counseling Center  
Memorial Student Union  
Greencastle, IN 46135  
Denise Hayes  
Phone: 765-658-4268  
Fax: 765-658-4274  
dhayes@depauw.edu
- 061 Drew University**  
Counseling & Psych. Services  
36 Madison Ave.  
Madison, NJ 07940  
Marianne M. O'Hare  
Phone: 973-408-3398  
Fax: 973-408-3216  
mohare@drew.edu
- 062 Drury College**  
Counseling Center  
900 N Benton  
Springfield, MO 65802  
Barbara Ann Nelms  
Phone: 417-865-8731
- 063 Duke University**  
Counseling & Psych. Services  
Box 90955  
Durham, NC 27708-0955  
Jim Clack  
Phone: 919-660-1000  
Fax: 919-660-1024  
rjc3v@acpub.duke.edu
- 064 Duquesne University**  
Counseling Center  
308 Administration Building  
Pittsburgh, PA 15282  
John E. Nelson  
Phone: 412-396-6208  
Fax: 412-396-6577  
nelson@duq2.cc.duq.edu

**065 East Carolina University**

Center for Counseling &  
Student Development  
316 Wright Building  
Greenville, NC 27858  
Lynn M. Roeder  
Phone: 252-328-6661  
Fax: 252-328-4868  
roderl@mail.ecu.edu

**066 East Tennessee State Univ.**

Counseling Center  
P.O. Box 70724  
Johnson City, TN 37614-0724  
Gary L. Petiprin  
Phone: 423-439-4841  
Fax: 423-439-8668  
petiprin@etsu.edu

**067 Eastern Illinois University**

Counseling Center  
1711 Seventh Street  
Charleston, IL 61920  
David Onestak  
Phone: 217-581-3413  
Fax: 217-581-7208  
cfdmo@eiu.edu

**068 Eastern Kentucky University**

Counseling Center  
Ellendale Hall  
Richmond, KY 40475  
Jen Colvin Walker  
Phone: 606 622-1303  
Fax: 606 622-1020  
couwalke@acs.eku.edu

**069 Eastern Michigan University**

Counseling Services  
Snow Health Center  
Ypsilanti, MI 48197  
Rosalyn Barclay  
Phone: 734-487-1118  
Fax: 734-481-0050  
rosalyn.barclay@emich.edu

**070 Eastern New Mexico University**

Counseling Center  
Station 34  
Portales, NM 88130  
Patricia Stull  
Phone: 505-562-2456  
Fax: 505-562-2215

**071 Edinboro University of PA**

Counseling & Personal Dev't  
135 McNerney Hall  
Edinboro, PA 16444  
Michael Bucell  
Phone: 814-732-2252  
Fax: 814-732-2262  
bucell@edinboro.edu

**072 Elizabethtown College**

Counseling Services  
One Alpha Drive  
Elizabethtown, PA 17022-2298  
Beverly V. Piscitelli  
Phone: 717-361-1405  
Fax: 717-361-1209  
piscitelli@acad.etown.edu

**073 Elmhurst College**

Counseling Center  
190 Prospect  
Elmhurst, IL 60126  
Tamar Levinson  
Phone: 630-617-3560  
Fax: 630-617-3255  
tamarL@elmhurst.edu

**074 Embry-Riddle Aero University**

Counseling Center  
600 S Clyde Morris Blvd.  
Daytona Beach, FL 32114  
Linda DeHart  
Phone: 904-226-6035  
Fax: 904-226-6082  
dehartl@db.erau.edu

**075 Fairleigh Dickinson Univ.-Tea.**

Wellness Center: Counseling  
Service  
1000 River Road, T010F  
Teaneck, NJ 07660  
Alice Mills and David Mednick  
Phone: 201-692-2174  
Fax: 201-692-2642  
mednick@fdutvrt1@fdu.edu

**076 Fordham University**

Counseling Center  
226 Dealy Hall  
Bronx, NY 10458  
Jeffery T. Dyke  
Phone: 718-817-3725  
Fax: 718-817-3724

**077 Franklin & Marshall College**

Mental Health-Counseling Service  
P.O. Box 3003  
Lancaster, PA 17604-3003  
Kenneth B. John  
Phone: 717-291-4083  
Fax: 717-399-4459  
k\_john@fandm.edu

**078 Franklin Pierce College**

Counseling Center  
Granite Hall  
Rindge, NH 03461  
Paula Phillips  
Phone: 603-899-4133  
Fax: 603-899-6858  
phillipa@top.monad.net

**079 Franklin University**

Career Resources Office  
201 S. Grant Avenue  
Columbus, OH 43215  
Jennifer Harper  
Phone: 614-341-6208  
Fax: 614-341-6221  
harperj@franklin.edu

**080 Frostburg State University**

Counseling Center  
Pullen Hall 109  
Frostburg, MD 21532  
Spencer Deakin  
Phone: 301-687-4234  
Fax: 301-687-3065  
sdeakin@frostburg.edu

**081 George Fox University**

Health and Counseling Center  
414 North Meridian  
Newberg, OR 97132  
Bill Buhrow  
bbuhrow@georgefox.edu

**082 George Mason University**

Counseling Center  
4400 University Drive  
Fairfax, VA 22030  
Ralph Roberts  
Phone: 703-993-2380  
Fax: 703-993-2378  
rroberts@gmu.edu

**083 George Washington University**

Counseling Center  
2033 K Street NW Suite 330  
Washington, DC 20052  
Diane M. DePalma  
Phone: 202-994-5300  
Fax: 202-994-5267  
ddepalma@gwis2.circ.gwu.edu

**084 Gettysburg College**

Counseling Center  
Box 424  
Gettysburg, PA 17325  
William H. Jones  
Phone: 717-337-6960  
Fax: 717-337-6978  
wjones@gettysburg.edu

**085 Grand Valley State University**

Counseling Center  
1 Campus Drive  
Allendale, MI 49401  
Diana Pace  
Phone: 616-895-3266  
Fax: 616-895-3215  
paced@gvsu.edu

- 086 Hamilton College**  
Counseling Center  
198 College Hill Road  
Clinton, NY 13323  
Robert Kazin  
Phone: 315-859-4340  
Fax: 315-859-4046  
rkazin@hamilton.edu
- 087 Hamline University**  
Counseling & Health Services  
1536 Hewitt MS C1908  
St. Paul, MN 55107  
Patricia laPlante  
Phone: 651-523-2204  
Fax: 651-523-2820  
tlaplant@gw.hamline.edu
- 088 Houghton College**  
Counseling Services  
Houghton, NY 14744  
Michael Lastoria  
Phone: 716-567-9622  
Fax: 716-567-4303  
mlastoria@houghton.edu
- 089 Illinois State University**  
Counseling Center  
Box 2420  
Normal, IL 61790-2420  
Doug Lamb  
Phone: 309-438-3655  
Fax: 309-438-3004  
dhlamb@wpgate.shs.ilstu.edu
- 090 Indiana State University**  
Counseling Center  
527 North Fifth Street  
Terre Haute, IN 47802  
Carol Hagans  
Phone: 812-237-3939  
Fax: 812-237-4392  
scchagan@scifac.indstate.edu
- 091 Indiana University of PA**  
Counseling & Student Dev. Center  
119 Clark Hall  
Indiana, PA 15705  
John A. "Jay" Mills  
Phone: 412-357-2621  
Fax: 412-357-2214  
jamills@grove.iup.edu
- 092 James Madison University**  
Counseling & Student Dev. Ctr.  
Varner Hall MSC 0801  
Harrisonburg, VA 22807  
Linda L. Locher  
Phone: 540-568-6552  
Fax: 540-568-8096  
locherll@jmu.edu
- 093 Johns Hopkins University**  
Counseling & Student Dev't Ctr.  
Merryman Hall West Wing  
Baltimore, MD 21218  
Michael Mond  
Phone: 410-516-8278  
Fax: 410-516-4286  
mond@jhunix.hcf.jhu.edu
- 094 Kansas State University**  
Counseling Center  
232 Lafene  
Manhattan, KS 66506-3301  
Fred B. Newton  
Phone: 785-532-6927  
Fax: 785-532-6627  
newtonf@ksu.edu
- 095 Kean College**  
Counseling Center  
Morris Avenue  
Union, NJ 07083  
Victor Esquilin  
Phone: 908-527-2082
- 096 Keene State College**  
Counseling Center  
229 Main Street  
Keene, NH 03435-2803  
Tamera Zimmerman  
Phone: 603-358-2438  
Fax: 603-358-2257  
tzimmerm@Keene.edu
- 097 Kent State University**  
Counseling Center  
325 White Hall  
Kent, OH 44242  
Catherine Scanlon  
Phone: 330-672-2208  
Fax: 330-672-3063  
cscanlon@educ.kent.edu
- 098 Kenyon College**  
Health & Counseling Center  
Gambier, OH 43022  
Clarke G. Carney  
Phone: 614-427-5643  
Fax: 614-427-5527  
mx%carney@kenyon.edu
- 099 Keystone College**  
Counseling Center  
PO Box 50  
La Plume, PA 18440  
Phone: 717-945-5141 ext.2801  
Fax: 717-945-7977  
rlight@ptdprolog.net
- 100 LaFayette College**  
Counseling Center  
Easton, PA 18042  
Karen Forbes  
Phone: 610-250-5005  
Fax: 610-250-1914  
kirtsd@lafayette.edu
- 101 LaSalle University**  
Counseling Center  
1900 W. Olney Ave.  
Philadelphia, PA 19141  
Peter Filicetti  
Phone: 215-951-1355
- 102 Lawrence University**  
Counseling Center  
Box 599  
Appleton, WI 54912  
Kathleen F. Fuchs  
Phone: 414-832-6574  
Fax: 414-832-6884  
kathleen.f.fuchs@lawrence.edu
- 103 Lehigh University**  
Counseling Service  
36 University Drive  
Bethlehem, PA 18015-3060  
Ian Birky  
Phone: 610-758-3880  
Fax: 610-758-6207  
itb0@lehigh.edu
- 104 Lewis and Clark College-OR**  
Counseling Center  
Box 135  
Portland, OR 97219  
John R. Schneider  
Phone: 503-768-7160  
Fax: 503-768-7105
- 105 Lewis University**  
Counseling Services  
Route 53  
Romeoville, IL 60446  
Phone: 815-838-0500  
Fax: 815-838-4614
- 106 Loras College**  
Counseling Center  
1450 Alta Vista  
Dubuque, IA 52004-0178  
Bernadine Curoe  
Phone: 319-588-7134  
Fax: 319-588-4959  
bcuroe@loras.edu

- 107 Lorna Linda University**  
Counseling Center  
11374 Mountainview Ave.  
Suite A  
Lorna Linda, CA 92350  
James Dyer  
Phone: 909-558-4505  
Fax: 909-558-6090  
jd@som.llu.edu
- 108 Louisiana State University**  
Mental Health Service  
Baton Rouge, LA 70808  
M. Bernard Atkinson  
Phone: 225-388-8774  
Fax: 225-388-1147  
matkins@lsu.edu
- 109 Loyola College**  
Counseling Center  
4501 N. Charles Street  
Baltimore, MD 21210  
Donelda A. Cook  
Phone: 410-617-5109  
Fax: 410-617-2001  
dac@loyola.edu
- 110 Loyola Marymount University**  
Student Psychological Services  
7900 Loyola Blvd.  
Los Angeles, CA 90045-8485  
Michael Doyle  
Phone: 310-338-2868  
Fax: 310-338-1805  
mdoyle@lmumail.lmu.edu
- 111 Loyola University of Chicago**  
Counseling Service  
6525 N. Sheridan Road  
Chicago, IL 60626  
Marian Grace  
Phone: 773-508-2742  
Fax: 312-508-8887
- 112 Luther College**  
Counseling Center  
700 College Drive  
Decorah, IA 52101  
Pam Torresdal  
Phone: 319-387-1375  
Fax: 319-387-2159  
torrespa@luther.edu
- 113 Macalster College**  
Counseling Center  
1600 Grand Avenue  
St. Paul, MN 55105  
Janet A. Schank  
Phone: 651-696-6275  
Fax: 651-696-6687  
schank@macalester.edu
- 114 Mansfield University**  
University Counseling Services  
218 South Hall  
Mansfield, PA 16933  
William Chabala  
Phone: 717-662-4798  
Fax: 717-662-4112  
wchabala@mnsfld.edu
- 115 Marian College**  
Learning and Counseling Center  
3200 Cold Spring Road  
Indianapolis, IN 46222-1997  
Kelly H. Lee  
Phone: 317-955-6150  
Fax: 317-955-6415  
kellylee@marian.edu
- 116 Marietta College**  
Counseling Center  
Box P-39  
Marietta, OH 45750  
Marilyn Pasquarelli  
Phone: 614-376-4645  
Fax: 614-376-4935  
pasquarm@mcnet.marietta.edu
- 117 Marquette University**  
Counseling Center  
1324 W. Wisconsin Avenue  
Milwaukee, WI 53233  
Dan Cotrone  
Phone: 414-288-7172  
Fax: 414-288-7172  
cotroned@vms.csd.mu.edu
- 118 Mary Washington College**  
Psychological Services Center  
Fredericksburg, VA 22401  
Barbara Wagar  
Phone: 540-654-1053  
Fax: 540-654-1711  
bwagar@mwc.edu
- 119 Massachusetts College of Art**  
Counseling Services  
621 Huntington Ave.  
Boston, MA 02115  
Gail Hinand  
Phone: 617-232-1555 x364  
Fax: 617-232-4985  
ghinand@massart.edu
- 120 Massachusetts College of Liberal Arts**  
Counseling Center  
North Adams, MA 01247  
Daria Papalia  
Phone: 413-662-5331  
Fax: 413-662-5170  
dpapalia@nasc.mass.edu
- 121 McGill University**  
Counseling Center  
3637 Peel Street  
Montreal, QC CANADA H3A1X1  
Ted Baker  
Phone: 514-398-3601  
Fax: 514-398-8149  
tedb@stuserv.lan.mcgill.ca
- 122 MCP Hahnemann University**  
Student Counseling Center  
245 N. 15th St., Mail Stop 515  
Philadelphia, PA 19102  
Pamela A. Geller  
Phone: 215-762-7625  
Fax: 215-762-8706
- 123 Memorial University of NF**  
University Counseling Centre  
St. John's, Newfoundland  
CANADA A1C5S7  
George Hurley  
Phone: 709-737-8874  
Fax: 709-737-3011  
ghurley@morgan.ucs.mun.ca
- 124 Memphis State University**  
Center for Student Development  
111 Scates Hall  
Memphis, TN 38152  
Pamela Cogdal  
Phone: 901-678-2067  
Fax: 901-678-4605
- 125 Mercer University**  
Counseling and Student  
Development Center  
1400 Coleman Ave.  
Macon, GA 31207  
Laurie Lankin  
Phone: 912-301-2862  
Fax: 912-301-5347  
Lankin\_L@Mercer.edu
- 126 Metro State College of Denver**  
Counseling Center  
Campus Box 5 P.O. Box 173362  
Denver, CO 80217-3362  
Gail Bruce-Sanford  
Phone: 303-556-3132  
Fax: 303-556-4760  
brucesan@mscd.edu
- 127 Miami University**  
Counseling Center  
B-30 Warfield Hall  
Oxford, OH 45056  
Kip C. Alishio  
Phone: 513-529-4634  
Fax: 513-529-2975  
alishio@muohio.edu

- 128 Middle Tennessee State Univ.**  
Counseling & Testing  
PO Box 53  
Murfreesboro, TN 37132  
M. Jane Tipps  
Phone: 615-898-2670  
Fax: 615-898-2873  
jtipps@mtsu.edu
- 129 Millersville University**  
Counseling Center  
Millersville, PA 17551  
Harold J. Jr. Harris  
Phone: 717-872-3122  
Fax: 717-872-3885  
hharris@marauder.millersv.edu
- 130 Millsaps College**  
Counseling Center  
PO Box 150031  
Jackson, MS 39210  
Janis C. Booth  
Phone: 601-974-1200  
Fax: 601-974-1229  
boothjc@millsaps.edu
- 131 Mt. Holyoke College**  
Counseling Service  
S. Hadley, MA 01060  
Davina Miller  
Phone: 413 - 538-2037  
Fax: 413 - 538-2352  
dmiller@metholyoke.edu
- 132 Murray State University**  
Counseling & Testing Center  
Ordway Hall  
Murray, KY 42071  
Bill Allbritten  
Phone: 270-762-6851  
Fax: 270-762-6852  
bill.allbritten@murraystate.edu
- 133 New England College**  
Counseling Center  
Henniker, NH 03242  
Meg Dugan  
Phone: 603-428-2310  
Fax: 603-428-7230  
mkd@necl.nec.edu
- 134 New Jersey City University**  
Medical & Psych. Services  
54 College Street  
Jersey City, NJ 07305  
Michael Gordon  
Phone: 201-200-3165  
Fax: 201-200-2558  
mgordon@njcu.edu
- 135 New Mexico State University**  
Counseling Center, Dept. 3575  
P.O. Box 30001  
Las Cruces, NM 88003-8001  
John S. Irvine  
Phone: 505-646-2731  
Fax: 505-646-1975  
jirvine@nmsu.edu
- 136 New York University**  
University Counseling Service  
3 Washington Square Village-1M  
New York, NY 10012  
Paul A. Grayson  
Phone: 212-998-4777  
Fax: 212-995-4096  
paul.grayson@nyu.edu
- 137 North Carolina State-RAL**  
Counseling Center  
P.O. Box 7312  
Raleigh, NC 27695-7312  
Lee Salter  
mlsalter@gw.ncsu.edu
- 138 North Dakota State University**  
Counseling Center  
Box 5226  
Fargo, ND 58105  
Margaret K. Gaynor  
Phone: 701-231-7675  
GAYNOR@PLAINS.NODAK.EDU
- 139 North Georgia College & State University**  
Office of Student Development & Counseling  
Dahlonega, GA 30597  
Barbara Wilburn  
Phone: 706-864-1819  
Fax: 706-864-1667  
bsbrooks@nugget.ngc.peachnet.
- 140 Northeastern University**  
Counseling Center  
302 Ell Bldg. 360 Huntington Ave  
Boston, MA 02115  
Edward Hattauer  
Phone: 617-373-2142  
Fax: 617-373-4142  
e.hattauer@nnet.neu.edu
- 141 Northern Illinois University**  
Counseling & Student Dev't Ctr.  
Dekalb, IL 60115-2854  
Kathy Hotelling  
Phone: 815-753-1206  
Fax: 815-753-9183  
khotelling@niu.edu
- 142 Northern Michigan University**  
Counseling Center  
201 Cohodas Admin Bldg.  
Marquette, MI 49855  
John MacDevitt  
Phone: 906-227-2980  
Fax: 906-227-1751  
jmacdevi@nmu.edu
- 143 Northwestern University**  
CAPS 633 Emerson St.  
Evanston, IL 60208-4000  
Kathy Hollingsworth Reese  
Phone: 847 - 491-2151  
Fax: 847- 467- 1193  
k-reese@nwu.edu
- 144 NW Missouri State University**  
Counseling Center  
120 Wells Hall  
Marysville, MO 64468  
Elizabeth Wood  
Phone: 660-562-1220  
Fax: 660-562-1585  
ewood@mail.nwmissouri.edu
- 145 Oberlin College**  
Counseling Center  
Peters Hall  
Oberlin, OH 44074  
Charles Ross  
Phone: 216-775-8089
- 146 Occidental College**  
Counseling Center  
1600 Campus Road  
Los Angeles, CA 90041-3392  
Ilene Blaisch  
Phone: 323-259-2657  
Fax: 323-341-4970  
blaisch@oxy.edu
- 147 Ogelthorpe University**  
Counseling & Career Development  
4484 Peachtree Road NE  
Atlanta, GA 30319  
Betsy Ryland  
Phone: 404-364-8413
- 148 Ohio University**  
Counseling & Psych. Services  
Hudson Health Center  
3rd Floor  
Athens, OH 45701  
Paul J. Gleason  
Phone: 740-593-1616  
Fax: 740-593-0091  
gleason@ohiou.edu



**149 Ohio Wesleyan University**

Counseling Services  
HWCC 324  
Delaware, OH 43015  
Colleen, Cook  
Phone: 614-368-3145  
Fax: 614-368-3158  
cmcook@cc.owu.edu

**150 Oklahoma State University**

University Counseling Service  
315 Student Union  
Stillwater, OK 74078-7051  
Suzanne M. Burks  
Phone: 405-744-5458  
Fax: 405-744-8380  
sburks@okway.okstate.edu

**151 Oregon State University**

Counseling & Psych. Services  
Administration Bldg 322  
Corvallis, OR 97331-2116  
Rebecca A. Sanderson  
Phone: 541-737-2131  
Fax: 541-737-5417  
rebecca.sanderson@orst.edu

**152 Pacific University**

Student Counseling Center  
Forest Grove, Oregon  
Sheila, Bob  
Phone: 503-359-2833  
bobsr@pacificu.edu

**153 Penn State University**

Center for Counseling &  
Psychological Services  
217 Ritenour Building  
University Park, PA 16802  
Dennis Heitzmann  
Phone: 814-865-0966  
Fax: 814-863-9610  
deh8@psu.edu

**154 Penn State Univ. - Harrisburg**

Counseling Service  
777 W Harrisburg Pike  
Middletown, PA 17057  
Steve Backels  
Phone: 717-948-6025  
Fax: 717-948-6261  
JSB5@psu.edu

**155 Purdue University**

Counseling & Psych. Services  
1826 PSYC 1120  
West Lafayette, IN 47907-1826  
Clinton E. Gabbard  
Phone: 765-494-6995  
Fax: 765-496-3004  
gabbard@push.purdue.edu

**156 Queens College**

Counseling & Advisement  
PH 128 Kissena Blvd.  
Flushing, NY 11367-1597  
Elizabeth McCaffrey  
Phone: 718-997-5420  
Fax: 718-997-5508  
emc\$dstu@qc1.qc.edu

**157 Radford University**

Center for Counseling & Student  
Development  
P.O. Box 6902  
Radford, VA 24142  
Heidi Levine  
Phone: 540-831-5226  
Fax: 540-831-6525

**158 Randolph-Macon Women's College**

Counseling Center  
2500 Riversont Avenue  
Lynchburg, VA 24503  
Therese M. Namenek  
tnamenek@rmwc.edu

**159 Rhode Island College**

Counseling Center  
Providence, RI 02908  
Thomas J. (Acting) Lavin  
Phone: 401-456-8094  
Fax: 461-456-8379  
tlavin@grog.ric.edu

**160 Rider University - Zoerner House**

Counseling Center  
2083 Lawrenceville Road  
Lawrenceville, NJ 08648-3099  
Carole Faust  
Phone: 609-896-5157  
faust@rider.edu

**161 Rochester Institute of Tech**

Counseling Center  
114 Lomb Memorial Drive  
Rochester, NY 14623  
Laura Cann  
Phone: 716-475-2261  
Fax: 716-475-6548  
lgcycc@rit.edu

**162 Rockhurst College**

Counseling Center  
1100 Rockhurst Road  
Kansas City, MO 64110-2561  
Tamara Coder Mikinski  
Phone: 816-501-4275  
Fax: 816-501-4822  
Tamara.Mikinski@rockhurst.edu

**163 Roger Williams University**

Counseling Center  
1 Old Ferry Road  
Bristol, RI 02809  
James A. Azar  
Phone: 401-254-3124  
Fax: 401-254-3305  
jaa@alpha.rwu.edu

**164 Roosevelt University**

The Counseling Center  
430 S. Michigan Avenue Rm. 852  
Chicago, IL 60605  
Patricia Dore  
Phone: 312-341-3548  
Fax: 312-341-3550  
pdore@roosevelt.edu

**165 Rosemont College**

Counseling Center  
Rosemont, PA 19010-1699  
Virginia, LaRossa  
Phone: 610-527-0200 ex.2416  
Fax: 610-527-0341  
vlarossa@rosemont.edu

**166 Rutgers College**

Counseling Center  
50 College Avenue  
New Brunswick, NJ 08901-8540  
David Chandler  
Phone: 732-932-7884  
Fax: 732-932-8278  
dchandle@rci.rutgers.edu

**167 Salem State College**

Counseling Center  
224 Meier Hall  
Salem, MA 01970  
Linda S. Jones  
Phone: 978-542-6410  
Fax: 978-542-7064  
linda.jones@salem.mass.edu

**168 Samford University**

Counseling Center  
Birmingham, AL 35229  
Charlotte Daughhetee  
Phone: 205-870-2065  
Fax: 205-414-4042  
cldaughh@samford.edu

**169 Santa Clara University**

Counseling Center  
Benson Center Room 212  
Santa Clara, CA 95053  
Larry Wolfe  
Phone: 408-554-4172  
Fax: 408-554-5454  
lwolfe@scu.edu

- 170 School of the Art Institute of Chicago**  
Counseling Services  
112 S. Michigan  
Chicago, IL 60603  
Joseph Behen  
Phone: 312-345-3505  
Fax: 312-541-8063  
jbehenn@artic.edu
- 171 Simmons College**  
Counseling Center  
300 Fenway  
Boston, MA 02115  
Jonathan Ehrenworth  
Phone: 617-521-2453  
Fax: 617-521-3199  
Ehrenwor@simmons.edu
- 172 Simon Fraser University**  
Health, Counseling & Career Ctr.  
MBC 0300  
Burnaby, B.C. CANADA V5A1S6  
Lynn Pelletier  
Phone: 604-291-3694  
Fax: 604-291-5888  
lmp@sfu.ca
- 173 SMSU**  
Counseling Center  
901 S. National Box 128  
Springfield, MO 65804  
Lois Tooley  
Phone: 417-836-5116  
Fax: 417-836-6797  
lkt989t@mail.smsu.edu
- 174 Southeast Missouri State Univ.**  
Center for Health and Counseling  
MS 8100  
Cape Girardeau, MO 63701  
Judy St. John  
Phone: 573-651-2270  
Fax: 573-986-6030  
jastjohn@semovm.semo.edu
- 175 Southeastern Louisiana Univ.**  
Counseling Center  
SLU Box 10310  
Hammond, LA 70402  
Tom Terrell  
Phone: 504-549-3894  
Fax: 504-549-5007  
tterrell@selu.edu
- 176 Southern Illinois Univ. -Carb**  
Counseling Center  
A302 Woody Hall  
Carbondale, IL 62901-4715  
Janet Coffman  
Phone: 618-453-5371  
jcoffman@siu.edu
- 177 Southern Illinois University-Edw**  
Counseling Services  
Box 1154  
Edwardsville, IL 62026  
Marvin Peterson  
Phone: 618-692-3388
- 178 Southern Methodist University**  
Counseling Center  
SMU Box 750195  
Dallas, TX 75275-0195  
Karen Settle  
Phone: 214-768-3211  
Fax: 214-768-2151  
ksettle@mail.smu.edu
- 179 Southern Vermont College**  
Counseling Center  
982 Foothills Road  
Bennington, VT 05201  
Janet Gorsky  
Phone: 802-447-6390  
Fax: 802-447-4695  
jgorsky@svc.edu
- 180 St. Cloud State University**  
Counseling Center  
103 Stewart Hall  
St. Cloud, MN 56301  
Robert D. Bayne  
Phone: 612-255-3171  
Fax: 320-202-0959  
bayne@stcloudstate.edu
- 181 St. Edward's University**  
Psychological Services  
3001 S. Congress Avenue  
Campus Mail Box 1026  
Austin, TX 78704-6489  
Willard Pannabecker  
Phone: 512-448-8535  
Fax: 512-448-8492  
willardp@admin.stedwards.edu
- 182 St. Joseph's University**  
Counseling Center  
5600 City Avenue  
Philadelphia, PA 19131  
Lourene Nevels  
Phone: 610-660-1090  
Fax: 610-660-1069  
lnevels@sju.edu
- 183 St. Mary's College**  
Counseling Center  
165 LeMans Hall  
Notre Dame, IN 46556  
Mary E. DePauw  
Phone: 219-284-4565  
Fax: 219-284-4524  
mdepauw@saintmarys.edu
- 184 St. Mary's College of Maryland**  
Counseling Center  
St. Mary's City, MD 20686  
Eric Kafka  
Phone: 301-862-0289  
Fax: 301-862-0937  
epkafka@osprey.smcm.edu
- 185 St. Mary's College-Moraga**  
Counseling Center  
P.O. Box 5217  
Moraga, CA 94575-5217  
Sheri Richards  
Phone: 510-631-4364
- 186 St. Olaf College**  
Counseling Center  
1520 St. Olaf Ave.  
Northfield, MN 55057-1098  
Steve O'Neill  
Phone: 507-646-3062  
Fax: 507-646-3786  
oneill@stolaf.edu
- 187 Stonehill College**  
Counseling Center  
320 Washington Street  
Easton, MA 02357-5320  
Neal I. Price  
Phone: 508-565-1331  
Fax: 508-565-1428  
nprice@stonehill.edu
- 188 Suffolk University**  
Counseling Center  
148 Cambridge Street  
Boston, MA 02114  
Ken Garni  
Phone: 617-573-8226  
Fax: 617-227-3685  
kgarni@admin.suffolk.edu
- 189 SUNY-Buffalo**  
Counseling Center  
120 Richmond Quad  
Buffalo, NY 14261-0021  
Diane Gale  
Phone: 716-645-2720  
Fax: 716-645-2175  
dgale@acsu.buffalo.edu
- 190 SUNY-Cobleskill**  
Counseling Center  
Cobleskill, NY 12043  
Wayne Morris  
Phone: 518-255-5211  
Fax: 518-255-5819  
morrissw@snycob.cobleskill.edu

- 191 SUNY-Cortland**  
Counseling Center  
B44 VanHosen Hall  
Cortland, NY 13045  
Richard Peagler  
Phone: 607-753-4728  
Fax: 607-753-2937  
peagler@snycomua.cortland.edu
- 192 SUNY-New Paltz**  
Psychological Counseling Center - VLC-110  
75 S. Manneheim Blvd. Ste. 9  
New Paltz, NY 12561  
Pam Atkins  
Phone: 914-257-2920  
Fax: 914-257-3162  
atkinsp@matrix.newpaltz.edu
- 193 SUNY-Potsdam**  
Counseling Center  
392 Dunn  
Potsdam, NY 13676  
Susan Thomas  
Phone: 315-267-2330  
Fax: 315-267-3258  
thomas@potsdam.edu
- 194 SUNY-Purchase**  
Counseling Center  
735 Anderson Hill Road  
Purchase, NY 10577  
Robin Kaufman  
Phone: 914-251-6390  
Fax: 914-251-6399  
kaufmanr@purchase.edu
- 195 SUNY-Stony Brook**  
Counseling Center  
Student Health Center  
Stony Brook, NY 11794-3100  
L. Anne Byrnes  
Phone: 516-632-6720  
Fax: 516-632-9754  
abyrnes@notes.cc.sunysb.edu
- 196 SUNY-Utica College of Technology**  
Counseling Center  
P.O. Box 3050  
Utica, NY 13504-3050  
Mary Brown-DePass  
Phone: 315-792-7112  
smb2@sunyit.edu
- 197 SW Texas State University**  
Counseling Center  
601 University Drive  
San Marcos, TX 78666-4616  
Gregory Snodgrass  
Phone: 512-245-2208  
Fax: 512-245-2234  
gs03@swt.edu
- 198 Tarleton State University**  
Student Counseling Center  
Box T-0240  
Stephenville, TX 76402  
Larry Long  
Phone: 254-968-9044  
Fax: 254-968-9710  
long@tarleton.edu  
www.tarleton.edu/~counseling/
- 199 Temple University**  
Counseling Services  
Sullivan Hall 007-085  
Philadelphia, PA 19122  
John DiMino  
Phone: 215-204-7276  
Fax: 215-204-5419  
jdimino@nimbus.ocis.temple.edu
- 200 Texas A & M - Kingsville**  
Life Services and Wellness  
MSC 112  
Kingsville, TX 78363  
Dianne Brown Pearson  
Phone: 361-593-3991  
Fax: 361-593-2006  
kaadb00@tamuk.edu
- 201 Texas Tech University**  
Counseling Center  
P.O. Box 45008  
Lubbock, TX 79409-5008  
Rolf Gordhamer  
Phone: 806-742-3674  
Fax: 806-742-0260
- 202 Texas Women's University**  
Counseling Center  
P.O. Box 425350  
Denton, TX 76204-5350  
Don Rosen  
Phone: 940-898-3801  
Fax: 940-898-3810  
s\_rosen@twu.edu
- 203 Tufts University**  
Counseling Center  
Medford, MA 02155  
Jonathan H. Slovin  
Phone: 617-627-3360  
Fax: 617-627-3019  
jslavin@tufts.edu
- 204 Tulane University**  
Educational Resources & Counseling  
New Orleans, LA 70118  
Peter O. LeViness  
Phone: 504-865-5113  
Fax: 504-862-8148  
leviness@mailhost.tcs.tulane.edu
- 205 UCLA**  
Student Psychological Services  
Box 951556  
Los Angeles, CA 90095-1556  
Harold Pruett  
Phone: 310-825-0768  
Fax: 310-206-7365  
hpruett@sps.saonet.ucla.edu
- 206 Union University**  
Counseling Services  
1050 Union University  
Jackson, TN 38305  
Margaret Lillard  
Phone: 901-661-5322  
Fax: 901-661-5017  
mlillard@uu.edu
- 207 United States Naval Academy**  
Midshipmen Counseling Center  
13 E  
Annapolis, MD 21402-5023  
Paul Schratz  
Phone: 410-293-4897  
Fax: 410-293-4898  
schratz@nadn.navy.mil
- 208 University of Akron**  
Counseling, Testing, & Career Center  
Akron, OH 44325-4303  
Irvin W. Brandel  
Phone: 330-972-7082  
Fax: 330-972-5679  
ibrandel@uakron.edu
- 209 University of Alabama**  
The Counseling Center  
Box 870360  
Tuscaloosa, AL 35487-0360  
Lee N. Keyes  
Phone: 205-348-3863  
Fax: 205-348-8611  
lkeyes@sa.ua.edu
- 210 University of Alaska-Fairbanks**  
Counseling Center  
Fairbanks, AK 99775-0440  
John T. Fellerath
- 211 University of Arizona**  
Counseling & Psych. Services  
Campus Health Center  
PO Box 210063  
Tucson, AZ 85721-0063  
Ken Marsh  
Phone: 520-621-3334  
Fax: 520-626-6105  
marsh@health.arizona.edu

- 212 University of Calgary**  
Counselling & Student Development Centre  
2500 University Drive NW  
Calgary, AB CANADA T2N1N4  
Lee C. Handy  
Phone: 403-220-5893  
Fax: 403-284-0069  
handy@ucalgary.ca
- 213 University of California-Davis**  
Counseling Center  
One Shields Avenue  
Davis, CA 95616-8568  
Judith Mack  
Phone: 530-752-0871  
Fax: 530-752-9923  
jkmack@ucdavis.edu
- 214 University of California-Irvine**  
Counseling Center  
Irvine, CA 92717-2200  
Thomas A. Parham  
Phone: 714-824-4642  
Fax: 714-824-6586  
taparham@uci.edu
- 215 University of California-River.**  
Counseling Center  
Veitch Student Center NW  
Riverside, CA 92521-0302  
Catherine M. Steel  
Phone: 909-787-5531  
Fax: 909-787-2447  
csteel@ucr.acu.ucr.edu
- 216 University of Central Arkansas**  
Counseling Center  
313 Bernard Hall  
Conway, AR 72032  
M. Ernest Ness  
Phone: 501-450-3138  
Fax: 501-450-3248  
eness@mail.uca.edu
- 217 University of Central Florida**  
Counseling Center  
Box 163170  
Orlando, FL 32816-3170  
Robert L. Harman  
Phone: 407-823-2811  
Fax: 407-823-5415  
harman@ucf1vm.cc.ucf.edu
- 218 University of Cincinnati**  
Psychological Services Center  
316 Dyer Hall; ML 034  
Cincinnati, OH 45221-0034  
A. Evangeline Norton  
Phone: 513-556-0648  
Fax: 513-556-2302  
evangeline.norton@uc.edu
- 219 University of Dayton**  
Counseling Center  
Gosiger Hall  
Dayton, OH 45469-0910  
Steven D. Mueller  
Phone: 937-229-3141  
Fax: 937-229-3446  
mueller@worf.udayton.edu
- 220 University of Delaware**  
Counseling & Student Dev't  
261 Student Center  
Newark, DE 19716  
John B. Bishop  
Phone: 302-831-8107  
Fax: 302-831-2148  
john.bishop@mvs.udel.edu
- 221 University of Florida**  
Counseling Center  
301 Peabody Hall  
P.O. Box 114100  
Gainesville, FL 32611  
Jaquelyn Liss Resnick  
Phone: 352-392-1575  
Fax: 352-392-8452  
resnick@counsel.ufl.edu
- 222 University of Georgia**  
Counseling & Testing Center  
Clark Howell Hall  
Athens, GA 30602  
Steve D. Brown  
Phone: 706-542-3183  
Fax: 706-542-3915  
sdbrown@arches.uga.edu
- 223 University of Hartford**  
Counseling Center  
200 Bloomfield Avenue  
West Hartford, CT 06117  
Sue W. Lucas  
Phone: 203-768-4482  
Fax: 860-768-5141  
lucas@mail.hartford.edu
- 224 University of Idaho**  
Counseling Center  
UCC 309  
Moscow, ID 83844-1099  
Jim Morris  
Phone: 208-885-6716  
Fax: 208-885-2354  
jamesmo@uidaho.edu
- 225 University of Illinois-Champaign**  
Counseling Center  
110 SSB 610 E. John St.  
Champaign, IL 61820  
Tom Seals  
Phone: 217-333-3701  
Fax: 217-244-9645  
t-seals@uiuc.edu
- 226 University of Iowa**  
University Counseling Service  
330 Westlawn S.  
Iowa City, IA 52242-1100  
Gerald Stone  
Phone: 319-335-7294  
Fax: 319-353-7298  
gerald-stone@uiowa.edu
- 227 University of Kentucky**  
Counseling & Testing Center  
301 Frazee Hall  
Lexington, KY 40506-0031  
Mary Bolin-Reece  
Phone: 606-257-8701  
Fax: 606-257-3319  
mcreecl@pop.uky.edu
- 228 University of Louisville**  
Counseling Center  
2207 S. Brook  
Louisville, KY 40292  
Michael Meuler  
Phone: 502-852-6585  
Fax: 502-852-0660  
mjmeul01@ulkyvm.louisville.edu
- 229 University of Maine-Orono**  
Counseling Center  
5721 Cutler Health Center  
Orono, ME 04469-5721  
Peggy L. Hanson  
Phone: 207-581-1392  
Fax: 207-581-4975  
phanson@Maine.Maine.edu
- 230 University of Maryland**  
Counseling Center  
1101 Shoemaker Hall  
College Park, MD 20742-8111  
Vivian S. Boyd  
Phone: 301-314-7675  
Fax: 301-314-9206  
vboyd@umdacc.umd.edu
- 231 Univ. of Maryland Baltimore Co.**  
Counseling Center  
1000 Hilltop Circle, MP 201  
Baltimore, MD 21250  
Reginald Nettles  
Phone: 410-455-2472  
Fax: 410-455-2399  
nettl@umbc.edu
- 232 University of Massachusetts-Dartmouth**  
Counseling Center  
N. Dartmouth, MA 02747  
Christine Frizzell  
Phone: 508-999-8650  
Fax: 508-999-9192  
CFrizzell@UMassD.Edu

**233 University of Melbourne**  
Counseling Service  
278 Faraday St.  
Carlton, Victoria 3053  
AUSTRALIA  
Garry Thomson

**234 University of Miami**  
Counseling Center  
21-R Merrick Drive  
PO Box 248186  
Coral Gables, FL 33124-5520  
Malcolm Kahn  
Phone: 305-284-5511  
mkahn@miami.edu

**235 Univ. of Michigan-Ann Arbor**  
Counseling & Psych. Services  
Rm 3100 Michigan Union  
Box 546  
Ann Arbor, MI 48109-1349  
Mildred C. Tirado  
Phone: 313-764-8312  
Fax: 313-747-4133  
mltir@umich.edu

**236 University of Minnesota-Duluth**  
Counseling Center  
Health Services  
815 E. University Circle  
Duluth, MN 55812-2414  
Katherine L. Morris  
Phone: 218-726-8236  
kmmorris@ub.d.umn.edu

**237 University of Minnesota-Morris**  
Student Counseling Center  
235 Behmler Hall  
Morris, MN 56267  
Shannon Hodges  
Phone: 320-589-6060  
Fax: 320-589-3811  
hodges@caa.mrs.umn.edu

**238 Univ. of Missouri-Columbia**  
Counseling Center  
119 Parker Hall  
Columbia, MO 65211  
Richard B. Caple  
Phone: 573-882-0765  
Fax: 573-884-4936  
capleR@missouri.edu

**239 University of Missouri-KC**  
Counseling Center  
4825 Troost Suite 205  
Kansas City, MO 64110  
Dennis R. Schemmel  
Phone: 816-235-1219  
Fax: 816-235-5534  
schemmeld@umkc.edu

**240 University of Missouri-SL**  
Counseling Service  
8001 Natural Bridge Road  
St. Louis, MO 63121  
Shanon Beigen  
Phone: 314-553-5711

**241 University of NC-Charlotte**  
Counseling Center  
9201 University City Blvd.,  
Atkins 158  
Charlotte, NC 28223  
Ronald B. Simono  
Phone: 704-547-2107  
Fax: 704-510-6343  
rbsimono@email.uncc.edu

**242 University of Nevada-Reno**  
Counseling Center  
TSS 206 Mailstop 080  
Reno, NV 89557  
Lois J. Parker  
Phone: 702-784-4648  
Fax: 702-784-4608  
lparker@scs.unr.edu

**243 University of New England**  
Counseling Center  
11 Hills Beach Road  
Biddeford, ME 04005  
John R. Langevin  
Phone: 207-642-2625  
Fax: 207-282-6379  
jlangevin@mailbox.une.edu

**244 University of New Hampshire**  
The Counseling Center  
Schofield House  
Durham, NH 03824  
David Cross  
Phone: 603-862-2090  
Fax: 603-868-0650  
dcross@christa.unh.edu

**245 University of New Mexico**  
Counseling and Therapy Services  
c/o Student Health Ctr Bldg 73  
Albuquerque, NM 87131-2076  
Carol A. Wagner-Adams  
Phone: 505-277-4537  
Fax: 505-277-5668  
cadams@unm.edu

**246 University of New Orleans**  
Counseling Services  
ADC #4  
New Orleans, LA 70148  
Barbara S. Mitchell  
Phone: 504-280-6683  
Fax: 504-280-7408  
bsmsa@uno.edu

**247 University of North Carolina**  
Greensboro  
Counseling Center  
100 East Lake Drive  
Greensboro, NC 27403  
John Edwards

**248 University of North Florida**  
Counseling Center  
Bldg. 2, Room 2068  
Jacksonville, FL 32224  
Theresa M. DiNuzzo  
Phone: 904-620-2602  
Fax: 904-620-1085  
tdinuzzo@nf.edu

**249 University of Notre Dame**  
University Counseling Center  
Notre Dame, IN 46556  
Patrick Utz

**250 University of Oregon**  
Counseling Center  
1590 E. 13th Ave.  
Eugene, OR 97403  
Weston H. Morrill  
Phone: 541-346-3227  
Fax: 503-346-2842  
wmorrill@oregon.uoregon.edu

**251 University of Pacific**  
Counseling Center  
3601 Pacific  
Stockton, CA 95211  
Susan Williams-Quinlan  
Phone: 209-946-2225  
Fax: 209-946-3001  
squinlan@uop.edu

**252 University of Pittsburgh**  
University Counseling Center  
334 William Pitt Union  
Pittsburgh, PA 15260  
Penny Crary  
Phone: 412-648-7930  
Fax: 412-648-7933  
crary+@pitt.edu

**253 University of Puget Sound**  
Counseling, Health & Wellness  
Services  
1500 N. Warner 216 SUB  
Tacoma, WA 98416  
Thomas Gething  
Phone: 206-756-1555  
Fax: 206-756-3766  
getthing@ups.edu

- 254 University of Redlands**  
Counseling Center  
1200 E. Colton Avenue  
PO Box 3080  
Redlands, CA 92373  
Barbara Couden  
Phone: 909-335-4079  
Fax: 909-335-5162
- 255 University of Richmond**  
Counseling & Psych Services  
Richmond Hall Room 201  
Richmond, VA 23173  
Warren P. Hopkins  
Phone: 804-289-8119  
Fax: 804-287-1227  
whopkins@richmond.edu
- 256 University of Rochester**  
Counseling & Mental Health Svcs.  
Dewey Hall, Rm 4-160  
P.O. Box 270356  
Rochester, NY 14627-0356  
Allan J. Schwartz  
Phone: 716-275-3113  
Fax: 716-442-0815  
ajsz@uhura.cc.rochester.edu
- 257 University of San Francisco**  
Counseling Center  
Gillon Hall-Grd Fl 2130 Fulton St  
San Francisco, CA 94117-1080  
Barbara Thomas  
Phone: 415-422-6352  
Fax: 415-422-2260  
thomasb@usfca.edu
- 258 University of South Carolina**  
Counseling & Human  
Development Center  
900 Assembly St.  
Columbia, SC 29208  
Roger B. Bowersock  
Phone: 803-777-5223  
Fax: 803-777-5433  
rbowersock@studaff.sa.sc.arolina.
- 259 University of South Dakota**  
Counseling Center  
Julian Hall #336; 414 E. Clark  
Vermillion, SD 57069  
Mathias Stricherz  
Phone: 605-677-5777  
Fax: 605-677-6226  
mstriche@sunflowr.usd.edu
- 260 Univ. of South Florida-Tampa**  
Counseling Center  
SVC 2124  
Tampa, FL 33620-6970  
William D. Anton  
Phone: 813-974-3598  
Fax: 813-974-5089  
wanton@cchd.cfr.usf.edu
- 261 University of Southern Alabama**  
Counseling and Testing Services  
307 University Blvd.  
Mobile, AL 36688  
Al Clark  
Phone: 334-460-7051
- 262 Univ. of Southern California**  
Counseling Center  
857 W. 36 Place Suite 100  
Los Angeles, CA 90089-0051  
Bradford D. King  
Phone: 213-740-7711  
Fax: 213-740-6815
- 263 University of St. Thomas-MN**  
Counseling Center  
Mail #4019 2115 Summit Ave.  
St. Paul, MN 55105  
Jeri Rockett  
Phone: 612-962-6780
- 264 University of Tennessee - Chattanooga**  
Counseling & Career Planning Ctr.  
615 McCallie Avenue - RM 226  
Chattanooga, TN 37403  
Ray P. Fox  
Phone: 423-755-4438  
Fax: 423-755-5357  
frontdsk@utccpc.edu
- 265 Univ. of Tennessee - Martin**  
UTM Student Counseling Center  
310 Clement Hall  
Martin, TN 38238  
Amy Johnson  
ahack@utm.edu
- 266 University of Texas-Arlington**  
Counseling & Career Dev.  
Box 19156  
Arlington, TX 76019  
Frank Gault  
Phone: 817-272-3671  
Fax: 817-794-5792
- 267 University of Texas-Austin**  
Counseling Center  
100 E. 26th Street  
Austin, TX 78712  
David J. Drum  
Phone: 512-475-6990  
Fax: 512-471-8875  
ddrum@mail.utexas.edu
- 268 University of Texas-Dallas**  
Student Counseling Center  
PO Box 830688 SU 20  
Richardson, TX 75083-0688  
James Cannici  
Phone: 972-883-2575  
Fax: 972-883-6413  
cannici@utdallas.edu
- 269 Univ. of Texas-Medical Branch**  
Student/House Staff Counseling  
Center  
301 University Blvd.  
Galveston, TX 77555-1046  
Margaret Canavan  
Phone: 409-772-3148  
Fax: 409-772-4070  
mcanavan@utmb.edu
- 270 Univ. of Texas-Pan American**  
Counseling Center  
1201 W. University Drive  
Edinburg, TX 78539  
M. Gloria Ramirez  
Phone: 956-381-2529  
Fax: 956-316-7015  
gramirez@panam.edu
- 271 Univ. of Texas-San Antonio**  
Counseling Center  
6900 N Loop 1604 W  
San Antonio, TX 78249  
Ronald Oakland  
Phone: 210-458-4140  
Fax: 210-458-4141  
roakland@utsa.edu
- 272 University of Toledo**  
Counseling Center  
2801 W. Bancroft  
Toledo, OH 43606  
B. Jean Haefner  
Phone: 419-530-2426  
Fax: 419-530-7263
- 273 University of Tulsa**  
Counseling & Psych Services-AHC  
600 S. College Avenue  
Tulsa, OK 74104-3189  
Tom J. Brian  
Phone: 918-631-2200  
Fax: 918-631-2078  
thomas-brian@utulsa.edu
- 274 University of Utah**  
Counseling Center  
201 So. 1460 E. Rm. 426  
Salt Lake City, UT 84112-9061  
Kari T. Ellingson  
Phone: 801-581-6826  
Fax: 801-585-3034
- 275 University of Vermont**  
The Counseling Center  
146 S. Williams Street  
Burlington, VT 05401-3492  
Kay Frances Schepp  
Phone: 802-656-3340  
Fax: 802-656-8022  
kschepp@zoo.uvm.edu

- 276 University of Washington**  
Student Counseling Center  
Box 355830  
Seattle, WA 98195  
Maggie Olona  
Phone: 206-543-1240  
Fax: 206-616-6910  
olonamm@u.washington.edu
- 277 University of Waterloo**  
Counseling Services  
NH 2080  
Waterloo, ON CANADA N2L3G1  
John L. Williams  
Phone: 519-885-1211 ext 2653  
Fax: 519-746-2401  
jwilliam@watserv1.uwaterloo.ca
- 278 University of West Florida**  
Counseling Center  
11000 University Pkwy.  
Pensacola, FL 32514  
James R. Holmes  
Phone: 904-474-2420  
Fax: 904-474-3337  
jholmes@uwf.edu
- 279 Univ. of Wisconsin-La Crosse**  
Counseling & Testing Center  
112 Wilder Hall  
La Crosse, WI 54601  
Jon A. Hageseth  
Phone: 608-785-8073  
Fax: 608-755-8965  
hageseth@mail.uwlax.edu
- 280 University of Wisconsin-Mad.**  
Counseling & Consultation Svcs.  
905 University Ave. #401  
Madison, WI 53715  
Bob McGrath  
Phone: 608-262-5218  
Fax: 608-265-4572  
rmcgrath@facstaff.wisc.edu
- 281 Univ. of Wisconsin-Milwaukee**  
Norris Health Center  
P.O. Box 413  
Milwaukee, WI 53201  
Donald H. Craig  
Phone: 414-229-5684  
Fax: 414-229-6608  
dhcraig@uwm.edu
- 282 Univ. of Wisconsin-Oshkosh**  
Counseling Center  
201 Dempsey Hall  
Oshkosh, WI 54901  
Thomas K. Hocking  
Phone: 920-424-2061  
Fax: 920-424-1066  
Hocking@uwosh.edu
- 283 Univ. of Wisconsin-Platteville**  
University Counseling Services  
1 University Plaza  
Platteville, WI 53818-3099  
Roger J. Meyer  
Phone: 608-342-1865  
Fax: 608-342-1847  
meyer@uwplatt.edu
- 284 USAF Academy**  
Cadet Counseling & Leadership  
Development Center  
2348 Sijan Drive, Ste.  
2A13 HQ USAFA/DFBLC  
USAF Academy, CO 80840-5701  
Jeff Jackson  
Phone: 719-333-2107  
Fax: 719-333-3095  
robert.jackson@usafa.af.mil
- 285 Valparaiso University**  
Counseling Center  
1500 Laporte Avenue  
Valparaiso, IN 46383  
Stewart E. Cooper  
Phone: 219-464-5002  
Fax: 219-464-6865  
stewart.cooper@valpo.edu
- 286 Vassar College**  
Counseling Service  
Box 27 124 Raymond Ave.  
Poughkeepsie, NY 12604  
Sylvia Balderrama  
Phone: 914-437-5700  
Fax: 914-437-5715  
sybalderrama@vassar.edu
- 287 Virginia Commonwealth Univ.**  
Counseling Center  
907 Floyd Ave. Rm. 225  
Richmond, VA 23284-2525  
John G. "Jack" Corazzini  
Phone: 804-828-6200  
Fax: 804-828-6099  
jgcorazz@vcu.edu
- 288 Virginia Tech.**  
Thomas E. Cook Counseling  
Center  
McComas Hall  
Blacksburg, VA 24061-0108  
Brian E. Warren  
Phone: 540-231-6557  
Fax: 540-231-7473  
bwarren@vt.edu
- 289 Wake Forest University**  
University Counseling Center  
Box 7838 Reynolda Station  
Winston-Salem, NC 27109  
Marianne Schubert  
Phone: 336-758-5273  
Fax: 336-758-1991  
schubem@wfu.edu
- 290 Washington State University**  
Counseling Services  
280 Lighty Building  
Pullman, WA 99164-1065  
Barbara Hammond  
Phone: 509-335-3792  
Fax: 509-335-2924  
bhammond@mail.wsu.edu
- 291 Wayne State College-Neb**  
Counseling Center  
Wayne, NE 6878  
Lin Brummels  
Phone: 402-375-7321  
Fax: 402-375-7204  
lbrummels@wscgate.wsc.edu
- 292 Wayne State University-Mich.**  
Counseling Service  
5221 Gullen Mall MS573  
Detroit, MI 48202  
Jack Crusoe  
Phone: 313-577-1141
- 293 Waynesburg College**  
Counseling Center  
51 W. College Street  
Waynesburg, PA 15370  
Nancy Ferrari  
Phone: 724-852-3317  
Fax: 724-852-3387  
nferrari@waynesburg.edu
- 294 Weber State University**  
Counseling & Psych Services Ctr  
1114 University Circle  
Ogden, UT 84408-1114  
Richard Southwick  
Phone: 801-626-6406  
Fax: 801-626-6541  
rsouthwick@weber.edu
- 295 Western New Mexico University**  
University Counseling Services  
P.O. Box 680  
Silver City, NM 88062  
Rita M. Horn  
Phone: 505-538-6561  
Fax: 505-538-6316  
horn@iron.wnmu.edu
- 296 West Texas A & M University**  
Counseling Services  
WT Box 60925  
Canyon, TX 79016  
Denese Skinner  
Phone: 806-656-2340  
Fax: 806-656-2925



- 297 West Virginia University**  
Carruth Center for Counseling & Psych. Services  
PO Box 6422  
Morgantown, WV 26506-6422  
Catherine Yuro  
Phone: 304-293-4431  
Fax: 304-293-3075  
cyuro@wvu.edu
- 298 Western Carolina University**  
Counseling & Psychological Services Center  
Scott Bldg.  
Cullowhee, NC 28723  
John Ritchie  
Phone: 828-227-7469  
Fax: 828-227-7004  
ritchie@wcu.edu
- 299 Western Illinois University**  
Counseling Center  
Memorial Hall  
Macomb, IL 61455  
Jim DiTulio  
Phone: 309-298-2453  
Fax: 309-298-3253  
DiTulio@wiu.edu
- 300 Western Kentucky University**  
Counseling Services  
409 Potter Hall  
Bowling Green, KY 42101  
Richard Greer  
Phone: 502-745-3159  
Fax: 502-745-6582  
richard.greer@wku.edu
- 301 Western Maryland College**  
Counseling Center  
2 College Hill  
Westminster, MD 21157  
Susan J. Glone  
Phone: 410-857-2243  
Fax: 410-857-2783  
http://www.wmdc.edu
- 302 Western Michigan University**  
Counseling Center  
2510 Faunce Stud. Serv. Bldg.  
Kalamazoo, MI 49008  
Norman M. Kiracofe  
Phone: 616-387-1850  
Fax: 616-387-1884  
norm.kiracofe@wmich.edu
- 303 Western Washington University**  
Counseling Center  
MS9052  
Bellingham, WA 98225-9052  
Eric Denson  
Phone: 206-676-3164  
Fax: 360-650-7308  
@cc.wvu.edu
- 304 Westminster College**  
Counseling Center  
Box 46  
New Wilmington, PA 16172  
Babs Quincy  
Phone: 724-946-7340  
Fax: 724-946-6308  
quincybi@westminster.edu
- 305 Whitman College**  
Counseling Center  
345 Boyer  
Walla Walla, WA 99362  
Richard N. Jacks  
Phone: 509-527-5195  
Fax: 509-527-5859  
jacks@whitman.edu
- 306 Whittier College**  
Counseling Center  
P.O. Box 634  
Whittier, CA 90608  
Jane C. Parnes  
Phone: 562-907-4239  
jparnes@whittier.edu
- 307 Wichita State University**  
Counseling & Testing Center  
Box 91  
Wichita, KS 67260-0091  
Don Nance  
Phone: 316-978-3440  
Fax: 316-978-3216  
nance@twsu.edu
- 308 Widener University**  
Counseling Center  
Chester, PA 19013  
David J. Marion  
Phone: 610-499-1261  
Fax: 610-499-1279  
david.j.marion@widener.edu
- 309 Wittenberg University**  
Health & Wellness Center  
P.O. Box 720  
Springfield, OH 45501  
Linda Lauffenburger  
Phone: 513-327-7811  
Fax: 937-327-7818  
llauffenburger@wittenburg.edu
- 310 Worcester Polytech Inst.**  
Student Dev. & Counseling Center  
157 West Street  
Worcester, MA 01609-2280  
Tom Balistrieri  
Phone: 508-831-5540  
Fax: 508-831-5139  
balisttj@wpi.edu
- 311 Youngstown State University**  
Counseling Center  
Youngstown, OH 44555  
Robert A. Rando  
Phone: 330-742-3057  
Fax: 330-742-3322  
rrando@cc.ysu.edu
- Late Responders:**
- Dickinson College**  
Counseling & Disability Services  
PO Box 1773  
Carlisle, PA 17013-2896  
David Tracy  
Phone: 717-245-1485
- Ithaca College**  
Counseling Center, Health Services  
101 Hammond Center  
Ithaca, NY 14850-7115  
David Spano  
Phone: 607-274-3136  
Fax: 607-274-1844  
dspano@ithaca.edu
- McMaster University**  
Ctr. For Student Development  
409 Hamilton Hall  
Hamilton, ON CANADA L8S 4K1  
Bill Wilkinson  
Phone: 905-525-9140, ext. 24711  
wilkins@mcmaster
- University of South Florida-SP**  
Counseling Center  
1407<sup>th</sup> Avenue So  
St. Petersburg, FL 33701  
Diane L. McKinstry  
Phone: 727-553-1129  
Fax: 727-553-3193  
mckinst@ayflash.stpt.usf.edu
- Williamette University**  
Counseling and Health Services  
900 State Street  
Salem, OR 97301  
Deborah Loers  
Phone: 503-370-6471  
dloers@willamette.edu

